REPORT RESUMES

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EQUALITY IN LIBRARY SERVICE--WYOMING'S GOAL, A REPORT OF A SURVEY WITH GUIDELINES FOR ESTABLISHING A STATE-WIDE LIBRARY SYSTEM.

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THIS LIBRARY SURVEY, INITIATED WITH THE PURPOSE OF BRINGING WYOMING LIBRARY SERVICE UP TO NATIONAL STANDARDS, HAS AS ITS THEME "EQUALITY OF SERVICE THROUGH COOPERATIVE EFFORT." QUESTIONNAIRES SENT TO LIBRARIANS AND LIBRARY BOARD MEMBERS, INTERVIEWS, AND OBSERVATION WERE USED IN COLLECTING DATA WHICH YIELDED THE FOLLOWING MAJOR RECOMMENDATIONS--(1) WYOMING SHOULD HAVE ONE STATE LIBRARY SYSTEM WHICH WOULD INCLUDE ALL LIBRARIES, (2) THE WYOMING STATE LIBRARY SHOULD BE STRENGTHENED SO IT COULD ACT AS HEAD OF THIS PROPOSED SYSTEM ALONG WITH THE UNIVERSITY OF WYOMING LIBRARY, (3) SIX REGIONAL PLANNING GROUPS SHOULD BE ESTABLISHED FOR WIDE-SPREAD CITIZEN PARTICIPATION IN THE DEVELOPMENT OF THE SYSTEM, AND (4) THE WYOMING LIBRARY LAW SHOULD BE RECODIFIED. (CC)

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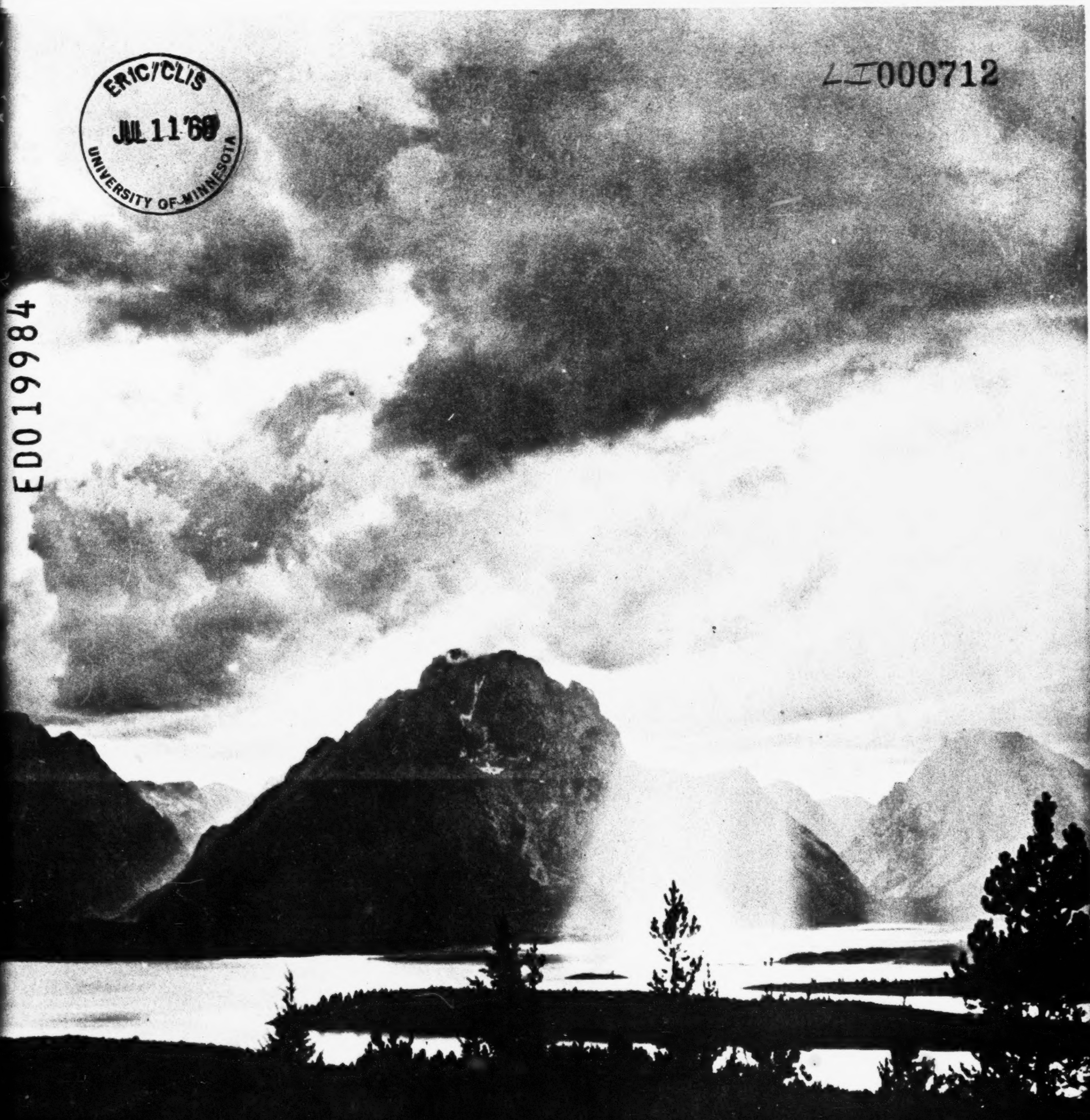

Equality in Library Service ...Wyoming's Goal

...a Report

1966

EQUALITY OF ALL — In their inherent right to life, liberty and the pursuit of happiness, all members of the human race are equal.

Article I, Section 2
Constitution of the State of Wyoming

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Equality in Library Service - Wyoming's Goal

A report of a survey, with
Guidelines for establishing
A state-wide library system.

Written by
S. Janice Kee,
Librarian-Consultant

Wyoming Library Association
and the
Wyoming State Library

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September 28, 1966

Mr. John Andrew Fisher, Librarian
Wyoming State Library
Cheyenne, Wyoming

Dear Mr. Fisher:

For the attention and use of the State Library, Archives and Historical Board, the Wyoming Library Association, public officials and other interested citizens, I enclose, herewith, a report of the statewide library survey, with recommendations. It has been prepared in accordance with our agreement of November 12, 1965.

This report calls upon the state of Wyoming to engage in creative library planning with the aims of improved, expanded and coordinated library services. Its theme is equality through cooperative effort. For planning and action, three major guidelines are proposed: (1) Wyoming should have one statewide system of library services, including all libraries, (2) the Wyoming State Library should be strengthened to assume major responsibility with the University of Wyoming at the head of the system and (3) Wide-spread citizen participation in developing the system should be provided through regional planning groups.

It has been a privilege to serve as a librarian-consultant in this survey activity. The extraordinary interest and cooperation of all with whom I have worked is acknowledged with personal appreciation. In evidence there has been a fine attitude toward potential change which, in itself, lends promise for an enthusiastic follow-up program.

I will welcome an opportunity to discuss any aspect of the report which needs clarification and to be of further assistance in programs of interpretation and implementation.

Very sincerely yours,

S. Janice Kee

S. Janice Kee, Lecturer
Department of Librarianship

SJK:mlm

Enclosure

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INTRODUCTION

This report of a survey of library resources in Wyoming represents the joint effort of many people. The sponsors of the survey were the Wyoming State Library and the Wyoming Library Association, working in close cooperation through a Library Development Committee. The widely representative WLA Committee outlined the aims and methods of administering the survey project, and the State Library, Archives and Historical Board approved and financed it from funds under the Library Services and Construction Act. The Committee, which had as one of its members the State Librarian, selected the Librarian-Consultant to give assistance in the conduct of the study and to write the final report.

Many librarians and library trustees completed questionnaires, checked library holdings, and responded cordially and generously to the schedule and inquiries of the many interviews held by the State Librarian and Consultant throughout the state.

Survey Method

Questionnaires were sent to the 23 county headquarters libraries and 50 branches. It is an indication of widespread interest in the survey that all headquarters libraries and 44 branches responded. Ninety-seven of the questionnaires sent to public school libraries were completed. Returns were received from 4 of the 5 community junior colleges and the University of Wyoming. Of approximately 80 county library board members who were asked to complete questionnaires, 38 responded.

The questionnaires used in the survey aimed to determine to some extent the breadth, not the depth, of materials and services offered by Wyoming libraries. Many of the questions related to detailed administrative practices, as distinguished from library objectives, policies and programs. Only selected tabulations believed to have more immediate value in considering plans for state-wide library development were analyzed for inclusion in this report.

For interviews and observation, visits were made by the Consultant with the State Librarian to 42 libraries of all types -- school, public (county), special, college and university. In addition, personnel of several departments of state government and divisions of the University, having functions related to state-wide library development, were contacted by the Consultant.

The report was written in Cheyenne during the month of August, 1966. This arrangement made it possible for the writer to gather further information for filling gaps in the data, to verify facts, to observe the State Library's operations and to confer frequently with the State Librarian and members of his staff. It was also possible for the Library Development Committee and the State Library, Archives and Historical Board to receive from the Consultant a progress report for discussion before the final copy was submitted for publication.

Survey Purpose

The sponsors of the survey clearly indicated to the Consultant that they were looking for guidelines for improving library service for all the people of the state. They were also interested in having all possible assurance that the most effective use of public funds would be made in a library improvement program which they might attempt to implement.

The Committee's questions to the Consultant were direct: How can the large, sparsely populated and mountainous state of Wyoming go about improving its present inadequate library services? Is it possible for Wyoming to have the kind of library service described in national standards? How?

The Why questions about publicly supported library services were not directed to the Consultant. In fact, at her first meeting with the Library Development Committee on November 13, 1965, it was evident that these librarians were ready to embark on a program of action to meet library needs in Wyoming. They understood the vital importance of libraries in today's world, and therefore, why these needs should be met.

Any librarian who assumes the role of a consultant on a state-wide survey has established personal values regarding the need for books, reading and libraries in every day life. These beliefs, together with the Consultant's background and experience, are certain to cause value judgments to enter into a report and into the final recommendations of the report. For those who disagree with the Consultant's accepted principles, the report will have limited, if any, usefulness. For this reason, selected statements believed to be of special relevance to the Wyoming survey were discussed with the Library Development Committee, and general agreement was readily attained. These statements are:

> Every individual regardless of where he lives in a state should have access to quality library service. There are three key words in this statement: individual, access, and quality. Any plan for the improvement and extension of library services should start with the individual. There are individuals in isolated areas of Wyoming who should have access to the best of library service, even though these services cannot be offered in their small and remote places of residence.
>
> All libraries have related functions, but each type of library has its unique role in the cultural and educational life of the community it serves. For example, the public library focuses its program on the interest and library needs of all ages and groups. One nationally recognized consultant has said the purpose of the public library, stated in two words, is "continuing education" --- continuing from the discovery of fine picture books by pre-school children to the usefulness of a community information and self-education center for busy wage earners and civic workers, as well as the retired and home bound.(1) The school, college and university libraries support the programs of the institution of which they are a part. They focus on the needs of students and faculty. They place emphasis on materials and services to enrich the learning process. The special library is just what its name implies. Its materials and services are geared to a special interest clientele. For the benefit of all of the citizens of a state, all types of libraries may become a part of a network of facilities and services without subjection or neglect of their unique roles. Through the advantages of cooperation, their roles should be strengthened, though individual library units are administratively separated.
>
> In carrying out their legal and administrative responsibilities, all library board members and library administrators should actively engage in library planning and study the problems of adequate and equitable library financing.

Note: Numbers refer to entries in bibliography rather than to footnotes.

> Planning is a continuous process in which facts are gathered and interpreted, goals are established and means of attaining the goals are devised. Adequate financing means having enough money to meet needs. Equitable financing means assessing costs for services rendered.

Embodied in these brief statements are the familiar and basic American concept of equal opportunity for all and three widely accepted principles in state-wide library development: (1) cooperation, a principal ingredient of library strength, (2) studying and planning before taking action, (3) equitable compensation for services rendered. The recommendations of this report reflect these principles.

THE STATE OF WYOMING

Ask a Wyoming resident about the kind of state he lives in and the spontaneous answers will be varied, but always enthusiastic.

Some will speak first of Wyoming's size and beauty. It is the 9th largest and 2nd highest in the nation, and covers nearly 100, 000 square miles. Its mountains and other scenic attractions -- and its open spaces make room for breathing good fresh air which contributes to healthy and happy living.

Others will talk about the state's natural resources which contribute to its economy -- water, coal, oil and natural gas, minerals and a variety of soils, some good for the agricultural and livestock industries. All are apt to refer to the value of the parks, lakes, streams and majestic scenery which attract throngs of tourists to the state every year.

There are many residents who deeply appreciate Wyoming for a different reason. They measure the greatness of the state in terms of its history. The state is not too old and seems not to be so preoccupied with current affairs that it has forgotten its heritage -- the historic trails, the struggles for existence, the coming of the railroads, the carving out of the commonwealth from territorial lands, the tapping of resources to build a state with great promise for the future. Wyoming history and Western Americana head the list of special reader interest collections in most of the libraries of the state. Even the smallest of the community libraries has its "W" shelf, often rich with items of county and state historical value. There are two well-developed state-level Historical Libraries -- one in Cheyenne and one at the University of Wyoming in Laramie. Some excellent historical materials are available at the local museums, and especially at Whitney Gallery of Western Art and the Buffalo Bill Historical Center in Cody.

Wyoming is a state that is proud of its past and optimistic about its future. Women, and men alike, take great pride in the fact that Wyoming is known as the Equality State. As a territory, in 1869, it was the first governmental jurisdiction in the world to extend to women the right to vote. In 1924, it elected a woman to serve as the chief executive of the state. Equality is a motto of the state.

Perhaps all would agree the state's greatest asset is its people. It is the people that make the difference between a good and a less desirable place to live. From the 1960 U.S. Census Report, and later population studies in the state, a great deal can be learned about the people of Wyoming. The statistical facts, with all their usefulness, fall short in revealing the intelligence, warmth, enthusiasm and spirit of the Wyoming people whose interests include the preservation and use of knowledge; in other words, the development of library services.

Why should a library survey include a review of the history, geography, population and economy of a state? The answers are obvious. The libraries under study in Wyoming have grown with the history of the state and they are located in all areas of the state. They are governmental or quasi-governmental agencies that receive financial support from public tax funds in proportion to the ability and desire of people to pay for library service. Recent library development has required cooperative action; that is, a crossing of jurisdictional lines to establish units large enough to support a standard quality of service. A survey then, should give attention to the social history and traditions of the state, its topography, transportation patterns, physical barriers, etc. It must also consider the population characteristics, density and mobility, as well as the economy. These factors affect the ability of the populace to pay for library service.

LIBRARY HISTORY

Unfortunately, a history of libraries in Wyoming has not been written. Such a history would recognize the efforts of a number of men, generally lawyers and government officials, who have made oratorical appeals for popular support of "culture" in the state. Larson, in his History of Wyoming, mentions the efforts in this direction of Territorial Governor John W. Hoyt. (2) Later State Governors, Francis E. Warren and William A. Richards, carried on campaigns for the support of libraries. It was Governor Richards who said, in a speech to the 1897 Legislature,

> "The present has been called the golden age of libraries in America, and the State can perform no higher service to its

> citizens than to afford them the means of this higher education. If the public school gives to every citizen a primary education, it is the public library that, in a measure, enables him to complete that education." (3)

Earlier, in 1886, publicly supported county libraries were authorized by Act of the Territorial Legislature. (Wyoming became a state in 1890). This was the beginning of the present county structure. The Cheyenne Library Association, which began in 1873, promptly turned over its holdings to a Laramie County Library, the first of its kind in the state. Other private libraries followed suit, but a brief search of the library literature failed to produce details.

The Wyoming Library Association was organized in October, 1914. The organization was sparked by the State Federation of Women's Clubs, especially by one of its members, Mrs. Agnes K. Snow, who was a librarian in Basin. (4) The Association began with 19 members; today its membership totals 286.

While there were few promoters of libraries in the early days of Wyoming, it must be remembered there were few people in a very large state. Governor Richard's concept of a public library as an agency of continuing education is a basic philosophy of public librarians today. It is also worth noting that the Territorial Legislature of 1886 recognized the need to organize and support public libraries only on a state and county basis.

It might be said that the early popular acceptance of the need for organizing county libraries with branches (rather than independent town libraries) and the need for a state library agency to render service to the county libraries, constitutes one of the strengths of Wyoming's public library system today. There is a history of close cooperation between county and state libraries and this writer has not encountered anyone who questions the advantages of "the larger unit of library services".

TOPOGRAPHY

In planning the extension of library services, the physical features and climate of the state are important factors to consider. Wyoming is a very large state, one-fourth of which is mountainous. Its altitude ranges from 3,125 feet above sea level in the northeast to a peak of 13, 785 feet in the northwest. It has stretches of rolling plains and some desert (the bad lands). The diversity of altitude causes a variety of climate. Fine as it is in the summer, the winters can be long and sometimes severe.

The roads, where they exist, are generally good. The two Interstate east-west highways (not yet complete) are I-90 in the northern part of the state and I-80 in the southern part. State highways connect the larger cities and include many miles in the mountains which may be impassable in winter. It is not uncommon to drive a hundred miles between towns. Some branches of county libraries are as far as 150 miles from the headquarters.

All of these conditions have a direct bearing upon library services by bookmobile and delivery trucks, as well as plans for bringing librarians together in training sessions (workshops), and any other considerations involving travel.

POPULATION

The basic consideration in the organization, improvement and extension of library services is people. Libraries are for people, and the people pay for library services. Library planners need to know not only about numbers of people but also about kinds of people to be served by the different types of libraries.

The United States Bureau of the Census publishes a detailed analysis of the nation's population every ten years and issues many interim reports. Several different departments of state and federal government and the University of Wyoming, interpret the census reports and add to the information. All librarians and library trustees should be thoroughly familiar with such useful publications as those issued by the University's Division of Business and Economic Research, including Wyoming Trade Winds. (5-8)

In this survey report, only very general statements about Wyoming's population are included. Further study of population trends by county is recommended, because the population factor is a principal determinant in the major recommendations of this report.

According to the 1960 Census, the population of Wyoming was 330, 066 persons. This included a count of 420 in Yellowstone National Park. The 1965 estimate shows a very slight increase of 2.6% which brings the total to 338, 570. The national rate of growth from 1960 to 1965 was 7.8%. It must be recognized that the state's total population compares with that of a medium sized city. It is about 10, 000 less than that of Ft. Worth, Texas, and almost exactly that of Birmingham, Alabama; yet it is possible to place the combined land area of New Hampshire, Massachusetts, Rhode Island, Maine, and Pennsylvania within the boundaries of Wyoming.(9)

The thirteen municipalities in the state having over 4,000 population are classified as first class cities. All other municipal corporations are towns.(10) The largest city in Wyoming is Cheyenne with a 1965 estimated population of 52,011. The distribution of centers of population, on a regional basis, is shown in Table I (page 13). It will be noted that in 1960, two counties in the state had no municipalities of over 1,000 population. In Sublette County the largest town was Pinedale with a count of 965; and in Crook County, Sundance, with 908 persons.

The population density, based on the 1960 Census, ranged from less than one person per square mile in Sublette County to a high of 22.3 in Laramie County. The average for the state was 3.4 persons; for the nation, 50.5 persons.

What kinds of people live in Wyoming? Again, in the publications of the U.S. Census Bureau and the University of Wyoming, general answers to this question have been found.

TABLE I

DISTRIBUTION OF CENTERS OF POPULATION BY REGION
- 1960 -

REGION	Total Population of the Region	Counties Having Population Centers of Over 1,000 Persons				
Northwest	44,020	Big Horn - 11,898 1,319 - Basin 2,286 - Greybull 2,451 - Lovell	Hot Springs - 6,365 3,955 - Thermopolis	Park - 16,874 4,838 - Cody 4,740 - Powell	Washakie - 8,883 5,806 - Worland	
West-Central	33,428	Fremont - 26,168 4,182 - Lander 6,845 - Riverton	Sublette - 3,778	Teton - 3,062 1,437 - Jackson	Yellowstone National Park - 420	
Southwest	34,422	Lincoln - 9,018 2,028 - Kemmerer	Sweetwater - 17,920 3,497 - Green River 10,371 - Rock Springs	Uinta - 7,484 4,901 - Evanston		
Northeast	42,945	Campbell - 5,861 3,580 - Gillette	Crook - 4,691	Johnson - 5,475 2,907 - Buffalo	Sheridan - 18,989 11,651 - Sheridan	Weston - 7,929 4,345 - Newcastle 1,224- Upton
East-Central	74,676	Carbon - 14,937 8,968 - Rawlins 1,133 - Saratoga	Converse - 6,366 2,822 - Douglas	Natrona - 49,623 41,500 - Casper 1,477 - Mills	Niobrara - 3,750 1,890 - Lusk	
Southeast	100,575	Albany - 21,290 17,520 - Laramie	Goshen - 11,941 4,188 - Torrington	Laramie - 60,149 45,000 - Cheyenne 1,121 - Pine Bluffs	Platte - 7,195 2,350 - Wheatland	

Population trends indicate that the birth rate is more than doubling the death rate to produce a natural increase, but more people are leaving the state than have been coming in.(6) The greatest growth rate in the population is in the age brackets of under 5 and over 65. One in 13 persons was over 65 years of age in 1960.

In 1960 - There were more men than women in the state (51.2% to 48.8%).

- About 60% of the population lived in communities of 2,500 persons or more, and there were about 4,000 Shoshoni and Arapaho Indians, and 2,000 Negroes in the state.(2)

- Wyoming had nearly 86,000 working men and over 35,000 working women; and in 1965, only 11,230 men and 6,490 women were classified as "professional, technical and kindred workers" (13.1% of the labor force).

- There were 83,550 families in the state and the median family income was $5,877, compared to $5,660 for the nation. 16.5% of the families have an annual income of less than $3,000. Table XI (page 89) shows a breakdown of median family income by county.

- Slightly over half of the people were over 25 years of age. Of these 174,252 persons, 31.06% had completed high school and 8.66%, four years of college. The median of school years completed for Wyoming was 12.1, compared to 10.6 for the nation.

In 1964-65, there were 87,551 students enrolled in the public schools of the state, representing a little over 25% of the total population. College student enrollments in the University and five junior colleges totaled approximately 9,500.

Standards for all types of libraries require that library services be related to the needs and interests of the people for whom the library is maintained.(11-19) For example, a standard for public library service reads as follows:

> "Continuous as well as periodic study of the community should be made through knowledge obtained by participation in governmental planning, study and coordination of surveys already made by other agencies, cooperation with other organizations in new studies, or by a library-initiated community analysis." (12)

A part of every community study is population analysis. The density and mobility population factors affect location of library service points; the age, educational level, and occupations of people influence the decisions on kinds of materials and services the library offers; and the family income factor has a direct bearing on library financing.

ECONOMY

Attention should also be directed to the economy of Wyoming in terms of ability to pay for library services. The ability to pay library taxes and the willingness to pay them are two different, but interrelated considerations.

In the last few years, two economic studies concerning Wyoming's future industrial growth have been completed by out-of-state research agencies.(20-21) From these and recent publications of the University's Division of Business and Economic Research, this writer has gathered information that would indicate that Wyoming could pay more than it does for library services. For example, it has been mentioned before that the median family income is higher than the national average. The per capita personal income, from 1929-1962, steadily increased at a rate slightly exceeding the rate of the national growth. The state operates on a current basis: it has no general bonded indebtedness. Wyoming has no corporate or personal income tax. It relies upon retail sales tax as its principle source of general fund revenue. According to the economic researchers, it has an abundance of natural resources and other assets favoring economic growth.

There are those, however, who prefer to emphasize the more recent decline in per capita personal income and in agricultural and mining employment; and generally, to look on the dark side of the economic picture of the state and nation. Dwight Blood, in a speech before the Wyoming Library Association in May, 1966, describes three outlooks on economic change and makes a plea for a "common sense approach which thrives on reason, objectivity and reality."(22)

Dr. Blood says, "Growth comes about by increasing efficiency." He goes on to say, "Education remains dominant as the principal vehicle which promises to develop adaptation to economic change...As education levels continue to expand, there will come a growing awareness and understanding of the nature and structure of our economy, also a growing awareness of the transcendent importance of information as a basis for decision making. And as this awareness develops, people will, in turn, generate a general consensus that we need to spend more money on information and libraries, not only for the traditional cultural values thus enhanced, but also as a sound economic and social investment."

There appears to be divided opinion on the state's economic future among the researchers and among the politicians who seek public office. A state-wide plan for library development should be sufficiently flexible to allow for growth. National population and economic trends dictate this principle. In addition, the state plan should have the objective of achieving a standard of quality and usefulness in its library service that the people will be glad to pay for. Library service should indeed be a "sound economic and social investment."

LIBRARY RESOURCES IN WYOMING

INTRODUCTION

The status of library resources in Wyoming is reviewed in this section of the report in very broad terms, based on information gained by questionnaires, interviews, observations and conferences with consultants from the State Library and Department of Education. (In this connection, resources is used to denote personnel, materials, physical facilities, and funds for the support of library services.)

As stated previously, the survey was not designed to examine the library resources in depth. The time schedule did not allow for a comprehensive study of all types of libraries. Such a study was not considered necessary. The limitations of Wyoming libraries are generally known among the librarians of counties, schools and institutions of higher education. The essential survey findings have confirmed these limitations which are supported by the various Tables that follow.

In considering library services in the state, one might begin by simply counting the libraries, classifying them by type and perhaps noting the numbers of volumes in the combined book collections. In Table II, such a quantitative picture of the libraries is presented and it represents a valuable cultural and educational resource of the state.

TABLE II

Total Number of Libraries, Type and Volumes (1965)

Type	Number	Volumes
Public (County)	23	810,033
University	1	346,818
Community Colleges	5	65,000
School	33	439,672
State	1	115,000
Special	15	80,910
	78	1,857,433

With the exception of school districts, Wyoming has complete library coverage; that is, all of the counties have established public (county) libraries and all colleges and the University have libraries. About 27% of the school districts have centralized school libraries.

These quantitative considerations alone, however, do no more than begin to measure the value of libraries. If libraries are to serve the purposes for which they are designed, they must have carefully selected, up-to-date and useful books, based on the current needs and interests of the libraries' users and their potential users. Libraries must have materials other than books -- journals and periodicals, newspapers, documents, pamphlets, research reports, pictures, slides and films, maps, recordings and various forms of micro-reproduction. These materials must be organized, classified, cataloged and attractively shelved for convenient use.

Libraries must be in the charge of librarians who, through education and experience, have a working knowledge of all library materials; who know how to be of service and special assistance to users; and who enjoy their work. They must participate in the affairs of the community, know their community and be able to be community leaders.

Qualified personnel, a sufficient number of materials and a program of services are basic to quality library service. Suitable physical facilities and necessary equipment constitute the third major requirement of a library operation.

The American Library Association has adopted standards for library services of all types of libraries.(11-19) These standards have been prepared by committees of the Association, working with large numbers of librarians across the country, and with consultants and representatives of other national organizations having allied interests. The standards are based on a consensus which is derived from study, discussion and library statistics and practice. The national library standards, as a whole, serve as a guide to the evaluation of libraries in terms of their organization, administration, services, materials, personnel and physical facilities.

No attempt is made in this report to evaluate all the libraries of Wyoming by all the national standards. Each librarian in the state should be thoroughly familiar with national library standards and should use them continuously as goals for planning improved library services. They should be used, also, as a guide in developing _state_ standards. The Wyoming Library Association published _Wyoming Public Library Standards_ in 1963; the Department of Education issued _Wyoming School Library Standards_ in 1966.

In determining to a degree the adequacy of Wyoming libraries, it is essential to apply some kind of measurements. Standards of organization (structure and government), library materials and finance were selected arbitrarily by the Consultant for emphasis in analyzing the survey data. The public (county) libraries and the State Library have been studied and observed more than school, academic and special libraries, and this, together with the influence of the Consultant's background and experience, accounts for the unequal treatment of the several types of libraries in this section of the report.

PUBLIC (COUNTY) LIBRARIES

Since 1956, the library system concept has been widely accepted by the nation's public library boards and librarians. A library system is defined as "(1) an organization based on a plan or procedure in which library units work together, sharing services and resources in a manner which results in improved services to library users; (2) a central library and all of its other service outlets, i.e., branches, deposit stations, bookmobiles." (23) The national standards for public libraries are written for systems of library service. The standards are for minimum library service to which all citizens should have access, but not necessarily provided in every single independent library.

The pattern of organization of library systems is a matter to be decided at the local and state levels. Some public library systems are organized on municipal or metropolitan bases or on the county basis (as in Wyoming); some are regional, or multi-county library operations; and some operate on a state-wide basis. If the system is supported by a single taxing authority, and has one governing board, it is usually called a consolidated system. Other systems are based on informal cooperation and contractual agreements between and among libraries and/or governmental jurisdictions.

Wyoming has twenty-three public (county) library systems. They would be classified as consolidated systems since they are supported by county government and governed by a county library board. It can be said that Wyoming has public library "coverage." Many states have not yet achieved complete state-wide organization for public library service. Nineteen of the 23 county library systems have from 1-7 service outlets called branches. Table III (page 28), Public Library Services in Wyoming, A Statistical Report, Part I, lists the county libraries, with branches and includes pertinent information on the size of the library units, personnel, holdings, hours of service and physical facilities.

The county library boards, of 3-5 members are the legally constituted governing authorities for public libraries. Many branches have desirable attention and assistance of citizen groups, usually appointed by the municipal governing authorities, and referred to as "library boards", yet state law does not provide for library boards at this level of government. These groups might better be known as "Library Committees" or "Friends of the Library." In either case, their activities would be unchanged.

About 50% of the 80 members of the county library boards completed a questionnaire. It is interesting to note that 38 of the board members belong to the Wyoming Library Association and two are members of the Mountain-Plains Library Association. Twenty trustees were members of the American Library Association in 1965. Thirty-six use the Handbook for Library Trustees and 34, the reprint of Library Laws of Wyoming.

Twenty-eight, or 69%, of those responding, think the 1961 change in Wyoming library law which limits a county board member to two, 3-year terms, is a good law. Most of the library board members think they are going a good job, and that the board is an effective part of county government.

In many cases, great distances separate the headquarters library from county residents. As a whole, Wyoming county libraries have recognized the need for extension of the library and have provided for branches or deposit stations in the outlying communities. A number of these small service outlets were visited, and a considerable variance in the facilities, materials and personnel was observed. Some are excellent examples of library service; others show signs of ineffectiveness. The value of a library service outlet depends greatly on the education and enthusiasm of library personnel, at both the headquarters and the branch levels.

Competent personnel is essential to the effective service of a public library system. This can be said about library board members as well as librarians. County librarians in Wyoming are appointed and their salaries are determined by county library boards. There are no accepted state-wide guidelines for these boards in the form of certification requirements, and classification specifications, including desirable education and experience for the job and a recommended salary schedule. This may account for the wide range in qualification and salaries of the head county librarians.

A personnel survey of 1965 shows that the education of the twenty-three head librarians varies from high school graduation to six years of college education. Though several have a good record of attending State Library sponsored workshops, only 9 of 23 have taken formal library courses. Six have completed undergraduate and correspondence study in librarianship and three hold master's library degrees from accredited library schools. In 1965, the monthly salaries of county librarians ranged from a disgraceful low of $150.00 to an only moderately high of $666.00; hourly pay ranged from $1.20 to $4.28. The average monthly salary for experienced county librarians in 1965 was $339.00; the median, $360.00. This salary is less than the beginning salary for nine months' work of most inexperienced teachers in the state, and is considerably below the national trends in salaries for public librarians.

Low salaries and limited opportunity, to have a part in the national movement toward greatly improved library services, are serious barriers to attracting qualified library personnel to Wyoming. Shown in the personnel column of Table III (page 28) are the very small numbers of personnel employed by each county library. Only one county library currently employs professionally educated librarians below the level of head librarian.

Different types of printed and non-printed materials for a public library system should be assembled, organized, preserved and made easily and freely available to assist people to:

Educate themselves continuously;
Keep pace with progress in all fields of knowledge;
Become better members of home and community;
Discharge political and social obligations;
Be more capable in their daily occupations;
Develop their creative and spiritual capacities;
Appreciate and enjoy works of art and literature;
Use leisure time to promote personal and social well-being;
Contribute to the growth of knowledge.

The selection of library materials is one of the most important of the professional tasks of a librarian. An educational background and special training for the task is necessary, and experience is desirable, if a library collection is to be built and maintained to serve the users' needs as listed above. And these needs must be served by the public library if it is to continue to receive a fair share of the public tax funds which are in such great demand for a variety of good purposes.

Public library systems are expected to contain a wide variety of useful materials. This means different titles with only a reasonable extent of duplication. Table IV (page 29) shows the number of volumes held by the county libraries. A book count by title was not available, and while it is not known how extensively libraries duplicate titles, the rate of annual expenditures for books, as shown on Table XI (page 89), does indicate a low level of additions in a year where the average price of a hardcover book (excluding documents and encyclopedias) was $6.00.

The State Library staff developed a check list of titles considered to be useful if in county library collections; this was distributed with the questionnaire as a partial measure of the quality of reference materials. Eighteen county headquarters libraries, two of the larger branches, the State Library and the University of Wyoming completed the check list.

While the check list and the report of ownership of the titles is included as Appendix A, it should not be considered a list for first purchase by any library. This report of ownership gives an indication of the book selection practices of county libraries, the scarcity of important titles in the state and the need for coordination of acquisitions and sharing of materials on a state-wide basis.

In observing the county libraries and studying the questionnaire data on materials and services, the Consultant was impressed with repetition of the same conditions. For example:

1. A carefully prepared statement of library objectives, and policies on selection of materials to support these objectives, are lacking more frequently than not. These guidelines for library administration are as vital to the librarian administrator as a steering wheel is to the driver of a speeding automobile. Every library should have them. Perhaps it is neglect of thoughtful work on public library objectives that contributes to a noticeable lack of balance in the service programs of most county library systems for adults and school students. More concentration on library services for adults and a better working relationship with schools (that will encourage rather than discourage the growth of school libraries) is needed in Wyoming's county libraries.

2. Table IV (page 29) shows that the 23 county libraries have a total of 329, 646 volumes. Citing merely numbers of books held by libraries does not, of course, accurately reveal the book strength of the libraries. Neglecting to discard outdated, seldom-used, and worn out materials is the practice of too many county librarians. Loaded shelves of unattractive and unwanted books overshadow the newer and more useful purchases. It appears that a big "Weeding Operation" is needed in most of the county libraries. Withdrawals might be offered to the State Library for preserving a single copy of as many titles as possible for state-wide use.

3. The number of periodical subscriptions, their scope of subject content, the retention period for unbound issues and policies on periodical binding vary greatly in the state. Only two county libraries have as many as 100 periodical subscriptions. Further study of the state-wide practice and the possibility of the

State Library's maintaining a central file of magazines, bound or on microfilm, with copying equipment, should be undertaken. To facilitate reference service, more county libraries should have comprehensive indexing services whether they have the back-up materials or not. The materials may be secured from larger resource centers.

4. Less than half of the county libraries reported having well organized services using vertical files, pamphlets, documents, pictures, maps, etc. Phonograph records may be borrowed in only eight county headquarters libraries and six branches.

5. Almost all of the county headquarters libraries have classified and cataloged book collections, but only 13 of them catalog books for branches and stations. Only 15 subscribe to the service of the State Library's Processing Center. To have a uniformly well organized collection of materials in all the public libraries of the state, and to relieve the librarian of this task (which in many cases she is unable to perform with efficiency); to make it possible for the librarian to have time to give more assistance to users; are good reasons for every county library to subscribe to the service of the State Library Processing Center. The 1966 revision of *National Standards for Public Library Systems* has a principle which reads, "The acquisition, cataloging and preparation of materials should be centralized."

6. Special services to children, young adults, and adults, outside of summer reading programs, are few and far between in Wyoming county libraries. Reader guidance to individuals is attempted in a few libraries but with serious limitations: lack of a wide range of materials, lack of staff with extensive book knowledge and lack of browsing and exhibit areas.

7. Reference service is a widely recognized function of the county libraries, but all of the libraries are inadequately equipped and staffed to give the best of reference service. The larger libraries, by their own standards, consider their local reference materials and services inadequate. In most cases, however, the county librarians are motivated to serve their patrons and refer the unfilled requests to the State Library and/or the Bibliographical Center for Research in Denver. Table III shows the extent of use of the Center in 1965, and the extent of referrals from county libraries to the State Library.

TABLE III

Reference Service by Referral in Wyoming 1965

Questions	Filled at State Library	Filled at Laramie County	Filled by Bib Center
4,663	4,073	110	480

8. Wyoming's service pattern for distribution, preservation and use of state and federal documents needs further review with the aim of establishing a workable service pattern for more widespread use of these important materials.

9. To improve the services of the county library system, there should be more leadership from the county librarians and closer working relationships between headquarters and branches, i.e., more county-wide training and planning of services; more effort to rotate books and to coordinate book purchases (in order to have a wider variety of titles for circulation in the county); more staff participation (including those at branches) in budget preparation and budgets based on needs; and more uniformity in county library policies.

10. And finally, there should be a better record of attendance at State Library sponsored workshops. Librarians cannot afford to be "drop outs". Their public responsibility is too great. The nature of the librarian's work changes with societal changes in the community, the state, the nation and the world. The need for on-the-job training, refresher courses, and advanced education for librarians was never more urgent than it is in this decade.

PUBLIC LIBRARY SERVICES IN WYOMING

TABLE IV

A Statistical Report, Part I
1964 - 1965

Library	Population	Personnel, * -FTE	No. Vols.	Hours Open	Physical Facilities
Albany Co.	21,290	8 5/8			
Laramie	17,520	8 1/2	76,860	50½	1906, Carnegie
Rock River	497	1/8	NA	5½	1918
Big Horn Co.	11,898	7 3/10	57,624		
Basin	1,319	3 1/2	30,882	43	1955
Byron	417	1	NA	35**	sch/pub
Cowley	459	1/2	2,975	15**	sch/pub
Deaver	121	1/10	1,027	3	old
Frannie	171	1/10	1,147	4	1930
Greybull	2,286	2 1/2	10,727	10**	1934
Lovell	2,451	1/2	9,138	20	1940
Shell	50	1/10	1,152	4	log house
Campbell Co.	5,861	2 1/2	21,801		
Gillette	3,580	2 1/2	21,801	50½**	1941
Carbon Co.	14,937				
Rawlins	8,968	5 1/4	36,329	54½	Court House
Encampment	333	1/5		7	1900, est.
Saratoga	1,133	1/5		10½	School Owned
Sinclair	621				1920, est.
Converse Co.	6,366	3	45,959		
Douglas	2,822	2 3/4	37,932	37½	1910, Carnegie
Glenrock	1,584	1/4	8,027	9	1917, est.
Crook Co.	4,691	3 1/4	21,129		
Sundance	908	1 3/4	8,350	30**	1938
Hulett	335	1/2	4,080	24	sch/pub
Moorcroft	826	1	8,699	40**	1954
Fremont Co.	26,168		85,501		
Lander	4,182	6 3/4	32,287	36	1909, Carnegie
Dubois	574	1/2	7,789	16½**	1941
Ft. Washakie	130	1/4	4,097	10	1930
Jeffrey City	750		4,950	6	1956, est.
Lysite	70	1/6	998	6	1920
Pavillion	190	1/3	7,428	14**	1959
Riverton	6,845	3 1/2	20,113	46	1937
Shoshoni	766	1/4	7,839	9**	1956
Goshen Co.	11,941				
Torrington	4,188	2 3/4	24,785	22	VFW Hall
Lingle	437			15	sch/pub
Hot Springs Co.	6,365	2 1/4	17,181		
Thermopolis	3,955	2 1/4	17,181	35	1966

PUBLIC LIBRARY SERVICES IN WYOMING

TABLE IV

A Statistical Report, Part I
1964 - 1965

Library	Population	Personnel, * - FTE	No. Vols.	Hours Open	Physical Facilities
Johnson Co.	5,475				
Buffalo	2,907	1 3/4	14,480	39	Carnegie
Kaycee	284			13½	old log city bldg,1880
Linch	600			irregular	sch/pub
Laramie Co.	60,149	13 1/4			
Cheyenne	45,000	10 1/2	86,371	69	1901, Carnegie
Albin	172	1/4		15**	1930
Burns	225	1/4		12	1918
East		1		36	1961
Pine Bluffs	1,121	1/4		15	
South		1	44,261		
Lincoln Co.	9,018	1 3/4			
Kemmerer	2,028	1	18,590	25	Court House
Afton	1,337	1/2	5,828	18	City Bldg.
Cokeville	545	1/4		10	1900, est.
Natrona Co.	49,623	12 3/4	59,130		
Casper	41,500	12 1/4	51,905	69	Carnegie
Midwest	900	1/2	7,225	20	
Niobrara Co.	3,750	2	15,775		
Lusk	1,890	2	15,775	27	1919, Carnegie
Park Co.	16,874	8 1/2			
Cody	4,838	4 1/4		44 & 36½ in sum.	1965
Meeteetse	514	1		37½**	sch/pub
Powell	4,740	3 1/4		33**	1962
Platte Co.	7,195	4			
Wheatland	2,350	3	32,125	58	Remodeled Carnegie
Glendo	292	1/4		16	City Bldg.
Guernsey	800	3/4	3,828	32	1912
Sheridan Co.	18,989				
Sheridan	11,651	3 1/4	26,947	47**	1906, Carnegie
Story	200	1/4	4,472	6	1951
Dayton	333				1952
Sublette Co.	3,778	2 3/4	12,164		
Pinedale	965	1 3/4	7,433	15½	old, rented
Big Piney	663	3/4	3,903	18	1913
Bondurant	35	1/4	828	5	old log
Sweetwater Co.	17,920				
Green River	3,497	3 1/2	38,122	60½**	1907, Carnegie
Bairoil	300	1/4		8	1956
Farson	20	1/4		8	

PUBLIC LIBRARY SERVICES IN WYOMING

TABLE IV

A Statistical Report, Part I
1964 - 1965

Library	Population	Personnel, * -FTE	No. Vols.	Hours Open	Physical Facilities
Sweetwater Co. cont'd					
Granger	159	1/4		6	
Reliance	300			9	
Rock Springs	10,371	6 1/2	32,271	45	1964-65
Superior	241	1/4		15	
Wamsutter	110	1/4		8	Home
Teton Co.	3,062	2 1/2***	17,469		
Jackson	1,437	1 1/4-Winter	16,129	27	1940, log
Alta		1/8	1,340	4	sch/pub
Uinta Co.	7,484	3 1/2	14,698		
Evanston	4,901	2 3/4	8,988	37	1906, Carnegie
Lyman	425	1/4	2,670	12	1904
Mt. View	400	1/2	3,040	10**	sch/pub
Washakie Co.	8,883	3	30,652		
Worland	5,806	2	19,724	47	1936
Ten Sleep	314	1	10,928	17	sch owned
Weston Co.	7,929	1 1/2	9,942		
Newcastle	4,345	1 1/2	9,942	31	Carnegie
TOTAL	329,646	119 1/2	777,801		

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* - Full time equivalent. A fraction represented by time worked in a part time position as the numerator and time required in a corresponding full time position as the denominator.

** - Summer hours are less.

*** - One extra staff member in the summer.

SCHOOL LIBRARIES

The pupil enrollment in the public schools of Wyoming in 1965-66, in 190 school districts, totaled 86, 308. Over half of these students were in grades K-6 for whom library facilities generally are undeveloped. Appendix B shows pupils enrolled by county and grouped by grade divisions.

The information in Table V (page 36), "Public School Libraries--A Statistical Report," was taken from the annual reports of elementary, junior high and senior high schools, submitted by superintendents and principals each September, and the annual summary reports of all districts in each county prepared by the county superintendent. Reporting was incomplete in some cases.

The more adequate school libraries generally are in the larger high schools, which have worked to obtain accreditation from the North Central Association of Colleges and Secondary Schools. North Central has certain quantitative standards for the library facilities provided by each school according to the size of the enrollment. The standards used by the North Central Association are somewhat lower than those in the 1966 revision of the Wyoming School Library Standards, which was published in August.

The larger high schools are also the schools that have the majority of the qualified, full-time school librarians. Each high school has a school library of some kind, but some smaller schools are very inadequate regarding number of books, space and library personnel.

In the column, "Amount Spent for Library Books Last Year," the chart shows that each high school except Glendo, with an enrollment of 75 students in grades 7-12, and Arvada, with an enrollment of 32 in grades 7-12, budgeted for library books. McFadden, Arapahoe, Mill Creek, Fort Washakie, Jeffrey City, Grass Creek, Lucerne, Hamilton Dome, Linch, Sussex, Poison Spider, Manville, Lance Creek, Woodland Park, Wamsutter, Wilson, Alva and Osage are elementary schools with grades 1-8, with the exception of Jeffrey City, which enrolls 220 students in grades K-9. The reason for this is the distance from a high school.

In the smaller schools, enrolling grades 1-12, one library budget is made for the entire school. The library is located in the high school and it receives the greater proportion of the money for new books. The elementary grades have room collections, which usually add only a few books each year and which are not cataloged.

Nineteen elementary grade schools have centralized libraries, with either a certified librarian or a teacher designated as a part-time librarian by the superintendent. Casper, Cheyenne, Riverton, Sheridan, and Afton have elementary schools, which each have a room set aside for a centralized elementary school library where a collection of books is accumulating. The teachers and principal work cooperatively on this project, but no one is given time to work in the library as librarian. Only Buffalo and Jackson have full-time certified elementary school librarians in charge of the centralized library. There is a definite need to develop libraries, in the elementary schools, manned by certified librarians who work with the teachers as a part of the instructional team.

There are 16 school systems in Wyoming with separate junior high school buildings (grades 7-9) with school librarians. Green River has one school librarian who works one-half day in the junior high school library and the other half in the high school library. The enrollment in the high school (grades 10-12) is 249, in the junior high (grades 7-9), 297. The junior high schools in Casper, Cheyenne, Riverton and Lander have centralized libraries with full-time librarians.

The column, "Number of Books in the Library," in Table V (page 36), gives only the number of books in the centralized libraries. It does not count the books that are in room collections in the elementary schools.

In the column, "Library Personnel," the starred (*) numbers indicate that the person working as the librarian is part-time. These are teachers with class obligations in addition to the library, and there is no accurate way to compute full-time equivalents for them.

The column, "Certification of Librarians," is not a true picture of the preparation and certification of those serving as librarians. It indicates only the type of teaching certificate each person has, not the subject field in which he is endorsed. The subject could just as easily be commerce as library science, since every teacher begins with an initial certificate and works up through the standard and professional certificates.

To qualify as a school librarian, a person must have a minimum of a bachelor's degree, including 18 semester hours of library science.

A professional librarian normally is one who holds a master's degree in library science, which includes a full year's work in librarianship at the graduate level. The professional certificate in Wyoming, however, requires the librarian to proceed through the initial and standard certifications by adding hours of work in library courses, despite the fact that only undergraduate credit is offered in the state. It is therefore recommended that the requirements for the school librarian who seeks a professional certificate, be reviewed in terms of the meaning of "professional librarian."

PUBLIC SCHOOL LIBRARIES
A Statistical Report
1964 - 1965

COUNTY School	Class	Amount Spent For Library Books Last Year			Number of Books in the Library			Library Personnel			Certification of Librarians			Separate Quarters for Library		
		High Sch.	Jr. High	Elementary	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.
ALBANY																
Laramie	A	$3,675.19	$1,800.00	$3,278.07	5,025	4,570	3,299	1	1	0	Std.	Std.	0	yes	yes	0
Rock River	C	900.00	—	—	994	—	—	*1	—	—	In.		0	yes	—	—
BIG HORN																
Basin	C	600.00	—		3,578	—	RC	1	—	0	Std.			yes	—	0
Burlington	C	314.28	—		906	—	RC	*1	—		In.			yes	—	—
Byron	C	3,000.00	—	2,887.00	3,383	—	3,299	1	—	1	HS L.		Std.	yes	—	yes
Cowley	C	750.00	—	—	4,680	—	—	1	—	—	In.			yes	—	—
Deaver - Frannie	C	2,000.00	—		2,400	—	754	*1	—	0	In.			yes	—	yes
Greybull	C	1,000.00	350.00	1,015.00	5,277	1,925	1,300	1	—	*1	In.	—	In.	yes	—	yes
Lovell	B	1,750.00	—	875.00	4,214	—	6,411	1	—	1	Std.	—	Std.	yes	—	yes
Manderson	D	314.00			906		1,603	*1	—	0	In.			yes	—	yes
CAMPBELL																
Gillette	A	2,838.37	4,200.00	4,404.01	5,027	6,000	6,000	1	1	—	Prof.	E.L.	—	yes	yes	—
CARBON																
Baggs	D	200.00	—	250.35	220	—	175	*1	—	—	In.	—	—	yes	—	0
Encampment	D	880.93	—	—	600	—	447	*1	—	—	In.			yes	—	—
Hanna	D	1,500.00	—		2,464	—	1,500	*1	—	0	Std.			yes	—	0
Rawlins	A	2,000.00	800.00		6,236	1,573	RC	1	*1		In.	In.		yes	yes	0
Saratoga	B	1,500.00	—	1,268.91	1,164	265	986	1	—	0	In.	—	0	yes	—	0
Medicine Bow	D	500.00	—	150.00	1,047	—	350	*1	—	—	Std.	—	—	yes	—	—
McFadden	D			195.35			2,000			*1	0					yes
CONVERSE																
Douglas	B	1,500.00	—		4,275	575	RC	1	*1		Std.			yes	—	0
Glenrock	C	3,000.00	—	1,909.99	3,200	—	3,595 in RC	1	—		In.	—		yes		0

TABLE V

PUBLIC SCHOOL LIBRARIES
A Statistical Report
1964 - 1965

COUNTY School	Class	Amount Spent For Library Books Last Year			Number of Books in the Library			Library Personnel			Certification of Librarians			Separate Quarters for Library		
		High Sch.	Jr.High	Elementary	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.
CROOK																
#Hulett		$ 700.00	$ —	$ —	6,500	—	—	*1	—	—	—	—	—	yes	—	—
#Moorcroft		2,000.00			8,000	—	—	1	—	—	—	—	—	yes	—	—
Sundance		4,000.00			7,200						In.	—	—	yes		
FREMONT																
Arapahoe	C		—	3,095.44		—	1,741		*1	—			E.L.		—	yes
Mill Creek	B		—	2,925.94		—	1,999		*1	—			Std.		—	yes
Ft. Washakie	B		—	3,944.03		—	1,010		*1	—		—	Std.		—	yes
Jeffrey City	C		—	1,053.80		2,300	—		*1	—			Std.		—	yes
Dubois	B	1,000.00	—	—	2,000	—	—	*1	—	—		Std.	—	yes	—	—
Morton	C	1,500.00			1,659			*1	—	—	Std.			yes	—	
Shoshoni	B	1,000.00	—		2,778	—		1	—	0	HS L.	—		yes	—	yes
Pavillion	C	2,200.00	—		2,728	—		*1	—	0	Std.			yes	—	
Lander	A	3,500.00	3,500.00	10,757.62	5,585	3,500	6,994	1	1	2	Std.	Std.	Std.	yes	yes	yes
Riverton	A	3,500.00	3,440.00	12,158.57	4,644	3,800	RC	1	1	0	In.	Prof.		yes	yes	no
GOSHEN																
Hawk Springs (will close)	D	400.00	—	—	950	—	—	*1	—	—	Std.	—	—	yes	—	—
Huntley	B	1,800.00	—	—	3,500	—	1,300	1	—	0	Std.	—		yes	—	yes
LaGrange	D	750.00	—	400.00	1,700	—	—	*1	—	—	Std.	—	—	yes	—	—
#Lingle	B	2,000.00	—	885.30	4,133	—	1,564	*1	—	*1	—	—	Std.	yes	—	yes
Ft. Laramie	D	500.00	—	—	780	—	RC-935	*1	—	—				yes	—	—
+Veteran	D	530.00	—	—	2,250	—	—	*1	—	—	HS L.	—	—	yes	—	—
+Yoder	D	1,500.00	—	362.99	3,100	—	RC-734	1	—	—	—	—	—	yes	—	—
Torrington	A	1,500.00	1,500.00	831.75	4,740		2,000	1	*1	*1	Prof.	Std.	In.	yes	yes	yes
HOT SPRINGS																
Thermopolis	A	1,500.00	1,000.00	—	4,420	5,600	—	1	*1	—	Std.	In.	—	yes		
Grass Creek	D		—	0		—	1,100		—	0	—	—	—		—	yes
Lucerne	D		—	216.73		—	RC-530		0	—	—	—	—			
Hamilton Dome	D		—	761.84		—	1,200		0	—		—	—		—	yes

PUBLIC SCHOOL LIBRARIES

TABLE V

A Statistical Report
1964 - 1965

COUNTY School	Class	Amount Spent For Library Books Last Year			Number of Books in the Library			Library Personnel			Certification of Librarians			Seperate Quarters for Library		
		High Sch.	Jr. High	Elementary	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.
JOHNSON																
Buffalo	A	$1,000.00	$	$2,250.00	4,578		5,900	*1		*1	In.		Std.	yes		yes
Kaycee	D				559			*1						yes		
Linch	D			5,315.32			RO-1,000	0		0			0	0		0
Sussex	D															
LARAMIE																
Cheyenne	A	3,700.00	5,500.00		19,700	19,907	25w/ RC	2	3	0	Prof. Std.	Std. In. HS L.		yes	yes	yes
Pine Bluffs	A		200.00		1,530	300	RC	1			HS L.			yes		0
Burns	C	800.00			1,800		700	*1			Std.			yes		
#Albin	C	250.00			4,140			1						yes		
Carpenter	D	600.00			1,818			*1			In.			yes		
Hillsdale	D	400.00			1,253			*1			In.			yes		
LINCOLN																
Kemmerer	A	1,200.00	1,000.00		4,384	2,229	RC	*1	*1		Std.	Std.		yes	yes	0
Afton	A	1,700.00			5,534		RC	1			In.			yes		
Cokeville	C	1,500.00		Revolving Collection	2,660			*1			Life			yes		
NATRONA																
Casper	A	25,500.00	6,608.00		16,573	22,361	21w/ RC	2		0	Prof. In.	Std. Prof. In.				
Midwest	B	500.00		200.00	3,000		1,975	1		1	Std.		Std.	yes		yes
Poison Spider	C			250.00			1,000									yes
NIOBRARA																
Lusk	B	1,100.00	700.00		2,688		1,958	1			In.			yes		yes
Manville	D						929	0								yes
Lance Creek	D						1,105	0								yes

PUBLIC SCHOOL LIBRARIES

A Statistical Report
1964 - 1965

TABLE V

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		High Sch.	Jr. High	Elementary	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.
PARK																
Powell	A	$2,725.00	$ 600.00	$ 500.00	5,000	1,679	15,000	1	1	*1	Std.	HS L.	Std.	yes	yes	yes
Cody	A	3,000.00	2,389.00	3,000.00	5,070	3,560	RC	1	—		In.	—		yes	yes	yes
#Meeteetse	C	1,000.00	—	—	7,460	—	8,449	1	—	—	In.	—	—	yes	—	—
PLATTE																
Chugwater	C	1,000.00	—	—	817	—	—	*1	—	—	In.	—	—	yes	—	—
Glendo	C	0			900	—	—	0						yes	—	—
Wheatland	A	2,000.00	—	—	7,388	2,147	RC	1	—	—	Std.	—	—	yes	yes	
Guernsey-Sunrise	C	600.00	50.00	200.00	2,275	451	1,500	*1	—	—	Std.	—	—	yes	—	—
SHERIDAN																
Big Horn		750.00	—	—	4,284	—	—	*1	—	—	Std.	—	—	yes	—	—
Sheridan		3,500.00	—	—	8,210	3,400	RC	1	1		Prof.	Std.		yes	yes	
Arvada		0			680	—	—	*1	—	—				yes	—	—
Clearmont		150.00	—	—	950	—	—	*1	—	—	In.	—	—	yes	—	—
Dayton-Ranchester		2,000.00	—	—	1,200	—	—	*1	—	—	In.	—	—	yes	—	—
Woodland Park	C		750.00	—		2,850	—		*1	—		Std.	—		yes	—
SUBLETTE																
Pinedale	B	2,000.00	—	—	3,200	—	—	1	—	—	In.	—	—	yes	—	—
Big Piney	B	1,081.73	1,519.50	500.00	2,629	1,011	1,810	1			In.			yes	yes	
SWEETWATER																
Green River	A	700.00			4,215	675	RC	1	—		HS L.	—		yes	yes	
Rock Springs	A	3,500.00	500.00	400.00	6,715	1,100		1	—		Prof.	—		yes	yes	
Farson	D	1,300.00	—	—	1,107	—	—	*1			Std.	—	—	yes	—	—
Wamsutter	D			800.00			1,200			*1		Std.				yes

PUBLIC SCHOOL LIBRARIES

TABLE V

A Statistical Report
1964-- 1965

COUNTY School	Class	Amount Spent For Library Books Last Year			Number of Books in the Library			Library Personnel			Certification of Librarians			Separate Quarters for Library		
		High Sch.	Jr. High	Elementary	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.	H.S.	Jr.H.	Elem.
TETON																
Jackson	B	$1,500.00	$3,000.00—	—	2,630	4,029—	—	1	1—	—	In.	In.—	—	yes	yes—	—
Wilson	D			$ 200.00			1,080			0				yes		
Alta	D															
UINTA																
Evanston		1,200.00	800.00	500.00	2,500	2,128	RC	*1	*1		Std.	Std.		yes	yes	
Lyman		732.90	366.45	200.00	2,309—	—	RC	*1—	—	—	Life—	—	—	yes—	—	—
#Mountain View		900.00—	—	—	5,131—	—	—							yes—	—	—
WASHAKIE																
Worland		1,917.00	1,902.50	RC	5,894	4,311		1	1		Life	In.		yes	yes	
Ten Sleep		1,000.00—	—	—	3,200—	—	—	*1—	—	—	In.					
WESTON																
Newcastle		1,480.00	800.00	800.00	2,600	1,456	400	1			In.			yes	yes	yes
Upton		800.00	500.00—	—	3,512	—	2,090	*1	—	*1	Std.	Std.		yes	—	yes
Osage		NR														
TOTAL		$131,189.40	$43,775.45	$68,743.01	282,356	103,702	98,968	75	22	13						

TABLE:

———	Indicates scope of responsibility of school librarian.
#	County branch and school librarian combined.
*	Part time librarian.
{	Schools are in the same district.
+	Districts in process of reorganization, High School in Veteran; Elem. in Yoder.

Class: Classification of Schools
A - Schools with over 400 enrolled;
B - Schools with 250 - 400 enrolled;
C - Schools with 100 - 250 enrolled;
D - Schools with fewer than 100.

RC - Room Collection	In. - Initial
0 - None	NR - No Report
Prof. - Professional	HS L.--High School Life
Std. - Standard	E. L.- Elementary Life

THE UNIVERSITY AND COLLEGE LIBRARIES

In this survey, only a brief summary of factual material about the University and college libraries is included. Table VI (page 45), The University and Community College Libraries, 1964-1965, shows how recently the community colleges were established and indicates their rate of growth in terms of staff and volumes.

Standards for evaluating the resources of college libraries are established by the American Library Association and regional accrediting agencies for colleges and universities. Though no thorough examinations have been made of the academic libraries for this survey, there is ample statistical evidence to show that all the libraries are presently underdeveloped to meet the modern needs of students and faculty. Financial support needed for the improvement of libraries is discussed in a following chapter of this report.

THE UNIVERSITY OF WYOMING LIBRARIES

In 1958, the University Library moved into the new and modern William Robertson Coe Library building. It is reported that in the following year, library use increased threefold, and the increased use has remained constant. The library book collections on the campus, including law, totaled 346, 818 volumes in 1964-65. Other library resources included 786, 523 government documents, 46, 359 microreproductions, 1, 070 recordings and 1, 500 slides. The library is famous for its special and rare collection of books and papers related to Wyoming and western history and attracts scholars in these fields from distant points. The Coe building has a wing for housing the University's distinguished School of American Studies.(24)

The Law Library is housed in the College of Law building, and smaller collections are housed in the Departments of Adult Education, Botany, Geology and University Prep School. The present total holdings of the University Library fall short of the needs to support, adequately, the demands of students and faculty. Plans for the immediate future include expansion of the library in space, materials and, necessarily, staff.

The University Library reported 2, 525 interlibrary loans in 1965-1966. While the library's primary purpose and obligation is to the students and faculty, the policy on interlibrary loans is liberal. The administration recognizes its position of library strength in the state and its function of service to the people of the state. Considerable interest in improving and expanding the University Library's role in state-wide library development was in evidence in the several interviews of the Consultant with University Officials.

THE COMMUNITY COLLEGES

It is generally agreed that the junior college is performing an important function in American education. It is designed to prepare students for more advanced study, to offer general, vocational and technical education that might be terminal and to provide important guidance and counseling services for students. Community colleges frequently emphasize adult education programs. The breadth of programs, the "open-door" policy of most junior colleges and the resulting diverse characteristics of students in relatively small student bodies, place a special and heavy responsibility on the library. The library should be equipped to interest the low-level reader and slow learner as well as the gifted. It should be attractive and comfortable and headed by a librarian who has the will, ability and the materials to encourage life-long reading and study habits in beginning college students. There is a splendid opportunity for reader guidance services in a good small college.

It appears that Wyoming's junior colleges have not been adequately financed at the time of establishment, and therefore have not been able to keep pace with the increasing library needs of students. Table VI (page 45) shows the shortages in required personnel and volumes in these colleges.

What size staff and book collection should a two-year college have? The Standards of the American Library Association for Junior College Libraries call for a minimum of two professional librarians in any college with an enrollment up to 500 students and at least one non-professional; and "a carefully selected collection of at least 20, 000 volumes, exclusive of duplicates and textbooks...and the book stock should be enlarged by 5, 000 volumes for every 500 students beyond 1, 000." The size and quality of library book collections are not only related to student enrollment but also to the number of different programs of instruction offered by the college.(18)

Clearly, the resources of Wyoming's community colleges need strengthening if the students of these schools are to receive education of quality.

THE UNIVERSITY AND COMMUNITY COLLEGE LIBRARIES

TABLE VI

A Statistical Report
1964 - 1965

NAME	Date of Establishment*	Student Enrollment	Number Volumes	Personnel (FTE)		Expenditures For Books And Binding	No. Vol. Added During Yr.	Sq.Ft.	No. Reader Seats
				Prof.	Non-Prof.				
Casper College, Casper	1945	2,200	15,057	2	2	$ 9,837	1,550	3,500	100
Goshen County Community College, Torrington	1948	NR	4,340	NR	NR	2,088	281	NR	NR
North West Community College, Powell	1946	468	10,618	1	1.1	11,500	2,135	NR	68
Sheridan College, Sheridan	1948	541	28,926(2)	2	1.5	3,500	1,700	3,690	68
Western Wyoming Community College, Reliance	1959	177	6,000 est.	1	1	2,500 est.	500 est.	1,272	NR
William Coe Memorial Library, University of Wyoming, Laramie	1887	6,000 est.	346,818(1)	13	28	154,335	18,932	100,000	1,002

* Information obtained from Webster's Seventh New Collegiate Dictionary.

NR - No Report

(1) Includes law library.

(2) Includes government documents.

SPECIAL LIBRARIES

To complete an inventory of special libraries, with visits to representative types of libraries and with emphasis on state institutions, was an aim of the survey project. It was achieved only partially.

There are ten Wyoming state institutions which operate under the general supervision of the State Board of Charities and Reform. They are as follows:

Wyoming State Penitentiary, Rawlins
Wyoming State Training School, Lander
Wyoming State Prison Farm, Riverton
State Children's Home, Casper
Wyoming State Hospital, Evanston
Wyoming Soldiers' and Sailors' Home, Buffalo
Wyoming Industrial Institute, Worland
Wyoming Tuberculosis Sanatorium, Basin
Wyoming Girls' School, Sheridan
Wyoming Pioneer Home, Thermopolis

The Consultant visited only four of these institutions, where efforts are being made to organize centralized libraries. There are certain common characteristics of these efforts that were observed:

> The administrators recognize, to various degrees, the need for libraries to support the educational, therapeutic and recreational programs of the institutions but have not been able to include sufficient funds in their budgets to meet the need.
>
> The libraries are generally in charge of personnel, whose major responsiblities are in the instructional programs. In all cases, these people evidenced a great interest in the libraries but suffer discouragements due to lack of support and in some instances, lack of "know-how."
>
> For the most part, the book collections are made up of gifts from well-meaning people but totally inappropriate for use in institutions where the greatest of care should be given to selecting books.

At the Industrial Institute for boys in Worland, plans are being made to remodel a room in the dormitory area for a central library. A discarding program is under way to rid the present collection of unattractive, outdated and otherwise unusable material. Fewer and more appropriate books will be offered. The library is in charge of the social studies teacher, but it is designed to serve both school and out-of-school library interests.

The centralized library at the Girls' School in Sheridan is in a small and crowded room in the classroom area. It is in the charge of an English teacher and aims to serve the students as well as the adult staff of the institution. Though the administration has had a constant interest in improving the library situation, the handicaps of lack of funds and library personnel have prevented the progress.

The library at the State Mental Hospital in Evanston aims to serve the medical staff, patients, and the school program. At present, it is totally inadequate for any one of these purposes. Acquisitions for the medical staff are made regularly from the funds available, while all other materials are gifts. The library, located in a basement room, is under the general supervision of the Director of Adult Education.

In the past year, the State Penitentiary at Rawlins has set up a library operation in one corner of the cell area. It is manned by an enthusiastic and able inmate, under the supervision of the Director of Education. It aims to serve the great variety of interests of the three hundred residents of the Penitentiary and the school's instructional program, but the book collection is made up of only gifts. Typical of such collections is the fact that the latest edition of the Americana in this library is 1906.

If the modern aim of rehabilitation is accepted by the administration of Wyoming's correctional institutions, the instructional and library programs must be more adequately supported.

Other special libraries in the state known to the writer are the two Veterans Administration Hospital libraries in Cheyenne and Sheridan. These are well-developed libraries to serve both medical staff and patients. They are in the charge of qualified librarians, appointed through the Federal Civil Service Commission.

The Warren Air Force Base, in Cheyenne, is another federally supported library which aims to serve the library interests of the personnel and families residing on the Base. This library also supplements the Air Force school program.

Not to be overlooked in the inventory of book resources in the state are two special and valuable book collections located in the Big Horn mountain area. In the presently crowded quarters of the Buffalo Bill Historical Center at Cody, there is a complete collection of books about Buffalo Bill, including all titles in the dime novels; also a large collection of Western Americana, including some duplicates from the Yale University Coe Collection.

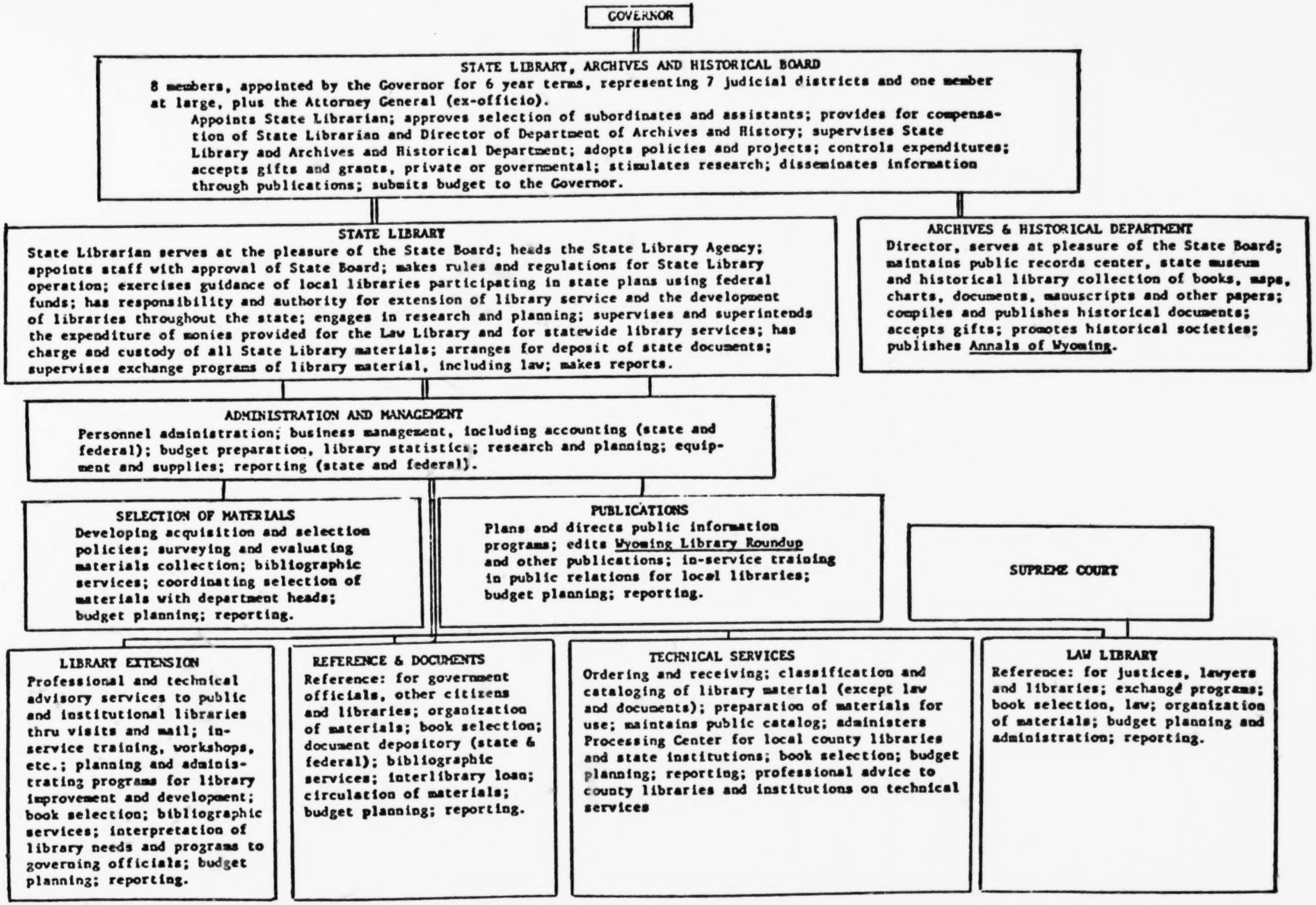
At the Bradford Brinton Memorial Ranch, near the cross-roads community of Big Horn, is a collection of approximately 4,000 highly selected volumes which constituted the private library of Mr. Brinton. Among the many valuable titles, is a comprehensive collection of the works of Robert Louis Stevenson, including some manuscripts. The owner's wide interest in literature and fine bookmaking is reflected in the collection of limited editions, and his special interest in ornithology is evident by titles dating from the turn of the nineteenth century, some printed in foreign countries and profusely illustrated with valuable plates. Western history and western art are subjects well represented in this library.

The ranch house, including this library, has been endowed for fifty years and is in charge of a curator, who stated that the books are "for the people of Wyoming." When this collection is cataloged, it will serve as a more useful and valuable library resource.

Though they were not seen in the course of this survey, valuable special collections are a part of the many federal agency centers in Wyoming, e.g., Fort Laramie Historical Site, Yellowstone National Park Headquarters, and others.

Law libraries are special libraries. Other than the State Law Libraries in Cheyenne and Laramie, there are nineteen centralized law libraries at the county level. Laramie County relies entirely on the State Library in Cheyenne. Campbell, Hot Springs and Johnson Counties do not provide for a central collection of current law materials.(25) Nine of the county law libraries receive appropriations for all, or part, of their financial support through the County Commissioners.

WYOMING STATE LIBRARY FUNCTIONAL CHART, 1966



GOVERNOR

STATE LIBRARY, ARCHIVES AND HISTORICAL BOARD

8 members, appointed by the Governor for 6 year terms, representing 7 judicial districts and one member at large, plus the Attorney General (ex-officio).

Appoints State Librarian; approves selection of subordinates and assistants; provides for compensation of State Librarian and Director of Department of Archives and History; supervises State Library and Archives and Historical Department; adopts policies and projects; controls expenditures; accepts gifts and grants, private or governmental; stimulates research; disseminates information through publications; submits budget to the Governor.

STATE LIBRARY

State Librarian serves at the pleasure of the State Board; heads the State Library Agency; appoints staff with approval of State Board; makes rules and regulations for State Library operation; exercises guidance of local libraries participating in state plans using federal funds; has responsibility and authority for extension of library service and the development of libraries throughout the state; engages in research and planning; supervises and superintends the expenditure of monies provided for the Law Library and for statewide library services; has charge and custody of all State Library materials; arranges for deposit of state documents; supervises exchange programs of library material, including law; makes reports.

ARCHIVES & HISTORICAL DEPARTMENT

Director, serves at pleasure of the State Board; maintains public records center, state museum and historical library collection of books, maps, charts, documents, manuscripts and other papers; compiles and publishes historical documents; accepts gifts; promotes historical societies; publishes Annals of Wyoming.

ADMINISTRATION AND MANAGEMENT

Personnel administration; business management, including accounting (state and federal); budget preparation, library statistics; research and planning; equipment and supplies; reporting (state and federal).

SELECTION OF MATERIALS

Developing acquisition and selection policies; surveying and evaluating materials collection; bibliographic services; coordinating selection of materials with department heads; budget planning; reporting.

PUBLICATIONS

Plans and directs public information programs; edits Wyoming Library Roundup and other publications; in-service training in public relations for local libraries; budget planning; reporting.

SUPREME COURT

LIBRARY EXTENSION

Professional and technical advisory services to public and institutional libraries thru visits and mail; in-service training, workshops, etc.; planning and administrating programs for library improvement and development; book selection; bibliographic services; interpretation of library needs and programs to governing officials; budget planning; reporting.

REFERENCE & DOCUMENTS

Reference: for government officials, other citizens and libraries; organization of materials; book selection; document depository (state & federal); bibliographic services; interlibrary loan; circulation of materials; budget planning; reporting.

TECHNICAL SERVICES

Ordering and receiving; classification and cataloging of library material (except law and documents); preparation of materials for use; maintains public catalog; administers Processing Center for local county libraries and state institutions; book selection; budget planning; reporting; professional advice to county libraries and institutions on technical services

LAW LIBRARY

Reference: for justices, lawyers and libraries; exchange programs; book selection, law; organization of materials; budget planning and administration; reporting.

WYOMING STATE LIBRARIES

There are state agencies in all of the fifty states that assume responsibilities for library services. The widely-recognized library functions of state government include the following:

1. Maintaining a library for general reference, research and loan services.
2. Maintenance of the state's historical and archival materials.
3. Servicing of local, state and federal documents.
4. Providing specialized reference and research services for legislators and other public officials.
5. Maintaining a law library.
6. Providing for service to the blind and visually handicapped and the residents of state correctional and other institutions.
7. Providing advisory and technical services and training opportunities for persons in charge of local public, school and institution libraries.
8. Providing leadership in research and planning activities to stimulate state-wide library development.
9. Administering grants-in-aid to localities.
10. Certifying library personnel.

No two states are organized in exactly the same way to perform their functions. The views of national authorities on the organization of state government are reflected in the American Library Association's Standards for Library Functions at the State Level, 1963, in the following statement:

> "Even as the state's responsibilities for schools are best handled in a single education department, so the library affairs of the state should be administratively unified."(19)

The organization, duties and powers of the State Library, Archives and Historical Board and the State Library are discussed in this report under the heading of Laws Affecting Library Development. Table VII (page 50) Wyoming State Library, A Functional Chart, 1966, shows, in some detail, the powers and duties of the Board and the State Librarian and how the work of the State Library is presently organized. Table VIII (page 58) shows how the work is assigned to staff.

It should be pointed out that Wyoming state government provides, in some measure, for all of the ten major functions listed above, except certifying public library personnel. Its efforts to provide reference and research services for legislators and public officials (4, page 51) are meager due to the lack of materials and specialized staff. Library service to the blind and visually handicapped is provided by the Utah State Library through a contractual agreement between the states of Wyoming and Utah. The state's historical and archival materials are maintained by two different agencies - the Archives and Historical Department in Cheyenne and the University of Wyoming Library in Laramie. Advisory and technical services to school librarians are provided through the Department of Education. There is no special program of consultant services provided by the state for college librarians. Several different departments of government are assembling library collections for the exclusive use of department personnel. The extent of these holdings was not determined as part of the survey.

It is recommended that the State Librarian initiate an inventory of the library holdings in the several departments and take the necessary steps to provide a union catalog of these holdings and a system for making them available for wider use. A related national standard is as follows:

> "Specialized working libraries may be needed in some divisions and agencies of government, and should be developed as branches of or in close coordination with the central library agency with the comprehensive collection."

The "central library agency" is the Wyoming State Library. In the interest of economy and efficiency, particularly the best possible use of professional library personnel, it is strongly urged that Department Libraries become branches of the State Library.

The State Library shares a building with the Supreme Court and is constantly dealing with space problems. It occupies approximately 15,000 square feet of space on two floor levels. There are 28 reader seats in the Reference and Law Library areas. An actual count of the materials collection, based on a recent inventory, is not available. It is estimated that the holdings include about 60,000 volumes in the Law collection, 5,000 in Genealogy, 50,000 in Reference and special collections, and 300,000 federal documents. The library has 402 periodical subscriptions and 50 newspapers. In the last five years, the annual count of circulation of library materials increased from 8,105 to 15,518; reference questions from 1,410 to 4,663.

Currently, book acquisition and selection policies are unwritten, but it is general practice to purchase only law and reference books and other non-fiction for backstopping local library collections. Essentially, there are no books for children in the State Library, except Braille and large print text books secured by the Department of Education and processed and loaned by the State Library. A special effort has been made to acquire a comprehensive collection of books about Wyoming and by Wyoming authors. In 1961, books added totaled 2,030; in 1965, the total was 5,575.

The Reference and Documents Department handles reference questions from government officials and employees and from local libraries and administers all loans. The Extension Department assumes responsibility for reference work in librarianship and for maintaining a collection of books and journals in the field of library science.

The major function of the Extension Department is to assist local librarians and library trustees in carrying out their public responsibilities. Consultant service on library planning, improvement and development and the State Library's workshop program, designed as on-the-job training, are continuing activities of this department. Appendix C, State Library Sponsored Workshops, shows subjects covered in training sessions and the attendance. It is evident that this program has been attractive to both public and school librarians, as well as library board members. However, a careful review of the registration records of the three major training programs (Cheyenne in 1964, Powell in 1965 and Dubois in 1966) reveals that only seven county libraries were represented at all of these workshops, and five county libraries were not represented at any of these excellent programs. There were representatives from four county libraries at one, and seven at two. This attendance record is disappointing considering the need for library on-the-job training in the state and the caliber of the faculty and program that the State Library provided in these three workshops.

The *Technical Services Department* is responsible for ordering, cataloging, classifying and processing of materials for the State Library. It is equipped with a multilith machine for duplicating cards and recently has cataloged, classified and processed materials for two other departments of government on an experimental basis. No formal agreement with these departments has been executed.

A major activity of the Technical Services Department began in 1964, when the State Library Processing Center was established, using federal funds. Early in 1964, all of the twenty-three county libraries were offered the services of centralized ordering, cataloging, classifying and processing of their books. The first orders were accepted in August, 1964. Due to the delays in receiving equipment, hiring a director and adding additional staff, a substantial backlog of work was on hand before the centralized operation got under way. Not until September, 1966, will the Center be operating as planned. Participating, to various degrees, in the program in August, 1966, were fifteen county libraries, four branches (independently), two state institutions and one state department.

The summary of production is as follows:

Feb.-June, 1965 - 22 libraries, 1,300 titles, 2,879 volumes
July-Dec., 1965 - 22 libraries, 2,383 titles, 4,013 volumes
Jan.-June, 1966 - 22 libraries, 2,280 titles, 4,013 volumes
July-Aug., 1966 - 22 libraries 933 titles, 1,334 volumes

Several problems in this operation are evident. After nearly two years of experience, *it is now recommended* that a conference of the librarians of participating libraries be called by the State Librarian for the purpose of (1) discussing and demonstrating the practical problems in the lack of standardization of work in a centralized operation, and (2) drawing up an agreement to be signed by board presidents and librarians of participating libraries and the State Board Chairman and State Librarian. Such an agreement should include a provision regarding a guaranteed percentage of local expenditures for books through the State's Processing Center in order that the State Library may provide staff and materials for the work load.

The Law Library collection is maintained principally for the use of the Supreme Court Justices. Attorneys from around the state are privileged to use the library, and those in the Cheyenne area rely heavily upon it as a reference center. Occasionally, loans are made to county libraries. Though there is no formal agreement with the Colorado University Law School, materials are sometimes borrowed from this institution. The Legislature is in session only forty days, and little use of the State Library is made by the Legislators. There is no evidence of any special working agreement between this Law Library and the library of the Law School at the University of Wyoming, or this Law Library and the nineteen County Law Libraries.

It is recommended that a study be made of the service relationships of the several law libraries in the state, with the aim of coordinating the acquisitions and use of law library collections.

The publications of the State Library are (1) The Wyoming Library Roundup, a quarterly periodical for librarians and trustees, distributed widely in the state and used as an exchange item with other state library agencies, (2) Flying Maverick, a news-letter for librarians, which frequently includes subject book lists and (3) other materials, such as series of related memos devoted to special subjects, announcements of workshops, etc., which are designed purely for public information purposes.

The State Plan for use of federal funds under the Library Services Act, and later, the Library Services and Construction Act, is essentially the same as it was in 1959-60, the first year of Wyoming's participation in the federal program. At first, it had two major provisions: (1) allocations of money to county libraries for the purchase of books, using the formula of a $1,000 grant plus five cents per capita and (2) strengthening the Extension Department's services. Added to these provisions in 1964-66, were (1) a Centralized Purchasing and Processing operation, (2) the State Library's payment of a membership fee for all county libraries to use, freely, the services of the Bibliographical Center for Research in Denver, (3) improvement of the State Library's book collection; addition of records and films, (4) a library research program and (5) a scholarship program. Wyoming's maximum share of federal funds under LSCA has been only about $135,000 a year. However, the extended LSCA program, authorized for five years by the Congress in 1966, will, by 1971, make available to Wyoming almost four times the amount now being received. If all authorized appropriations are made and funds are accepted by the state to carry out the purposes of the expanded LSCA, the State Library's scope of responsibilities will be broadened greatly and cooperative state-wide planning will be an essential activity. This consideration has influenced the recommendations of this report.

In all libraries, staffing is a major consideration, for the quality of library service depends greatly upon the competency of the library personnel. The Wyoming State Library is headed by a professionally qualified librarian. The staff includes four additional members with some formal library education. In addition, there 15-16 sub-professional and clerical employees. The positions are presently classified as State Librarian, Chief of Administrative Services, Department Heads, Librarian I, II and III, Library Technician I, II, III and IV, Clerk-Steno, and Clerk-Typist. This classification scheme has the approval of the State Personnel Commission.

The State Librarian's salary is determined by Legislative action; all other employees are compensated according to a system of grades with salary ranges, a part of the Rules and Regulations of the State Personnel Commission, effective June 1, 1966. The grades, with salary ranges, for positions presently filled by the State Library are as follows:

WYOMING STATE LIBRARY, STAFFING, 1966 TABLE VIII

No. Positions	Position Title	Grade	Salary Range (7 steps)	Function
2	Division Head	19	$7,740-9,180	Ext. & Tech. Serv.
1	Chief, Administrative Services	18	$7,440-8,880	Administration
1	Division Head	15	$6,540-7,980	Law
1	Librarian II	13	$5,700-7,140	Publications
1	Library Technician IV	13	$5,700-7,140	Reference & Documents
2	Library Technician III	11	$4,860-6,300	Ref.& Doc.& Selection
2	Library Technician II	8	$3,840-5,280	Admin.& Tech. Serv.
2	Library Technician I	6	$3,240-4,680	Reference & Documents
1	Clerk-Steno I	8	$3,840-5,280	Administration
1	Clerk-Typist II	6	$3,240-4,680	Tech. Serv.
6	Clerk-Typist I	4	$2,760-3,840	Various Depts.

Each position in the State Library is defined in terms of type of work, level of responsibility and difficulty of duties, required knowledge and skills, and desirable education and experience. The information presented in Table VIII reflects the existing problems of the State Librarian in trying to properly staff the agency. There is a national shortage of professional librarians. A library school graduate with a master's degree, without experience, can easily secure employment at an annual salary of $6, 500 or more. The University of Wyoming offered beginning professional librarians $6, 792 in 1965-66. For this reason, the Wyoming Compensation Plan places the State Librarian in a noncompetitive position to secure qualified staff. As a result, a series of Library Technician positions have been established to fill some positions which usually require a high-level professional.

The median salary for state librarians in the United States was $12, 000 in 1966. Standards for Library Functions at the State Level include this statement:

> "Salaries for the heads of the state agencies should be at the level of salaries for the directors of the largest public and University libraries within the state; salaries for other personnel should be at or above the national level for positions requiring comparable experience and responsibility; and salaries for positions for non-professional personnel should be comparable to those for non-library positions in the state service."(19)

In 1966, the salary of the State Librarian was only five hundred dollars a year more than half of the salary of the Director of the University Library.

It is clear that the classification and pay plan for State Library employees must be up-graded to a more realistic level if the agency is to be expected to perform the professional tasks assigned to it by law and compete for professional personnel, even within the state.

LAWS AFFECTING LIBRARY DEVELOPMENT

In addition to state government, there are governments of municipalities, counties and special districts operating in Wyoming. The local governments possess only those powers given to them through state law. State laws may require certain things of localities; they may be restrictive; they may also be permissive. In all cases, the laws should be thoroughly understood by library board members and library administrators, for in the language of the laws may be found their duties and powers, stated in either direct or implied terms.

The public nature of libraries has led to the federal government's concern for their improvement and expansion. Federal laws affecting libraries are said to fall within national responsibilities for defense and public welfare. The constitutionality of federal grants for education and libraries, to support educational programs, has been debated. The issue was first raised in 1862 at the time of the establishment of the land-grant colleges under the famous Morrill Act. In recent years, the Congress of the United States has recognized the widespread needs all across the country for improved library resources and has responded with the passage of a variety of legislative measures, designed to assist the states in library development. There are also several recent federal laws that have indirect relationships to libraries. It may not be common knowledge that there are now many opportunities for library improvement and expansion under these laws. For this reason, an annotated list of fourteen of the laws, with the added information of the administering agency and a summary of the implementation of the laws in Wyoming, may be found in Appendix D.

Since the law is a foundation block for publicly supported libraries, the following summary of the state laws affecting Wyoming libraries is included. Recommendations are made for revision of some of the laws.

PUBLIC (COUNTY) LIBRARIES

Public libraries are organized and supported only on the county basis. County government is authorized by state law (1) to levy annually a tax of not more than one mill on the dollar on all taxable property in the county for the establishment, maintenance and enlargement of the public library, (2) to establish a county library board of directors of not less than three and not more than five of competent and responsible residents, who serve not more than two consecutive terms of three years, who shall appoint a competent librarian and staff, and who shall assume responsibility for general supervision of the library operation, (3) through the county library board, to establish and maintain branch libraries, stations and other library services and facilities, (4) to receive and administer gifts, including property, (5) to enter into contracts to establish a federation of libraries for the purpose of providing cooperative library service and (6) under certain conditions, issue bonds for construction and enlargement of library buildings. An organized county library board is a body corporate, with power to sue and be sued.

SCHOOL LIBRARIES

Public schools, organized on a special district basis, may or may not have established libraries. The libraries may benefit from state grants-in-aid though no aids are earmarked for library purposes. The school library program is a part of the total program of the school, which is governed by a district school board, elected by the people and school administrators, selected by the school board. According to the law, the district board may vote a sum not exceeding one hundred dollars in any one year for a library. Also, among the powers of a school district board is the authorization "to establish and maintain a comprehensive program of vocational, terminal, continuing and adult education." A special tax for these programs may be voted.

The State Superintendent of Public Instruction is an elected official who is one of a seven member State Board of Education. (Six members are appointed by the Superintendent of Public Instruction, and approved by the Governor, for six-year terms.) The powers of the State Board of Education are varied. Among them are decisions regarding certification of school personnel, including school librarians.

It is within the powers of the Office of the State Superintendent of Public Instruction to issue standards for school libraries.(16)

UNIVERSITY AND COLLEGE LIBRARIES

There seems to be no state law directly related to the University Library or the libraries of the five community colleges. However, there are certain legal provisions in the education laws of the state that affect the development of library service on a state-wide and interstate basis; and for this reason, these provisions are noted in this report.

The University of Wyoming is governed by a Board of Trustees of twelve members, appointed by the Governor for six-year terms. The Governor, the President of the University, and the Superintendent of Public Instruction are ex-officio members, with right to speak but not to vote.

The President of the University is the executive head of all departments. The University Librarian is a department head. The President also serves as an ex-officio member of several boards and commissions, including the Community College Commission and the Wyoming Natural Resource Board. He is not a member of the State Board of Education, which appears to be a break in consistency.

The University is authorized and empowered to enter into agreements with other states for educational service under the provisions of the Western Regional Higher Education Compact, which was approved by the Wyoming Legislature in 1953.

The community college in Wyoming is defined by law as "an institution which offers programs of academic work in the freshman and sophomore years, general and vocational education in terminal programs, and adult education services..." Junior colleges and university centers are also authorized. Community colleges are established and supported on a special district basis, which may be a subdivision of a county, or counties, or parts of several counties. There are authorized Community College District Boards and a Community College Commission of Wyoming, of which the Dean of the Division of Adult Education and Community Service of the University of Wyoming serves as Executive Secretary.

Significant for purposes of this study are several provisions of the laws governing community colleges. The State Commission is empowered:

1. To hold, each year, a conference of the administrative officers and the instructional staff of the community colleges, with the same of the University of Wyoming, for the purpose of bringing about better understanding and cooperative endeavors in the field of higher education in the state.

2. To study any problems concerning community colleges, their relationship with each other and with the University of Wyoming, and to make recommendations concerning the same.

3. To enter into agreements with the University of Wyoming for providing for the joint operation of the institution as to such matters as may be agreed upon for the furnishing of service, facilities and staff members of the University of Wyoming to the community colleges.

The Community College District Boards have the power to make contracts...with school districts and with any state, federal, or private educational, commercial or industrial concern or agency...and to arrange for joint cooperation and service of personnel, equipment and educational facilities.

Under these laws, it is possible to have discussions, studies, agreements and contracts regarding library cooperation among the University and five community colleges. It is also possible for Community College District Boards and Public School District Boards to enter into contracts for library services.

STATE LIBRARY, ARCHIVES AND HISTORICAL BOARD

A territorial library was established and received its first legislative appropriation of $250.00 a year for the purchase of law books in 1871. This was the beginning of the present State Library. It was a law library. However, much of the text of the law now governing the State Library was written in 1951 and revised in 1961. The State Library, Archives and Historical Board, as it is presently authorized and constituted, was created in 1951. This Board, as its name indicates, is asked to perform a dual administrative function and to divide its interests between two departments of government and into the many areas of concern of these departments. Table VII (page 50) shows the diversity of the functions of the two departments and the lines of authority.

The Board is required to take action for the state on matters relating to the state's archives and public records, the State Museum, and the State Library, a part of which (the Law Library) is under the general supervision of the Supreme Court. Since the Law Library is a division of the State Library, its chief librarian is responsible to the State Librarian as well as to the Supreme Court. In other words, the

Law Librarian is asked to "serve two masters." The Director of the Department of History and Archives is appointed by the Board, but no legal relationship exists between the State Library, or the State Librarian, and this Department.

Any one of the state programs --- archives, history, museum and libraries --- necessarily has many subprograms and activities of which the Board should be knowledgable and on which its members are expected to act wisely.

A certain amount of administrative confusion for both the Board and the department heads under its supervision is bound to occur under the present type of Board organization; and planning and administering State Library services in the most efficient and economical manner is made difficult, if not impossible. For example, agency budgeting is made difficult and staff morale may suffer when the employees of the State Library are subject to the rules and regulations of the Wyoming Personnel Commission while the Supreme Court, irrespective of the Personnel Commission, may decide upon the rules and regulations of the Law Library, which is one of several departments in the State Library.

THE WYOMING STATE LIBRARY

The library law authorizes the State Library (1) to receive and administer gifts or grants of any nature, including federal funds, (2) to exercise guidance over local library agencies using state and federal funds, (3) to administer a state plan for expenditure of federal funds,

(4) to assume responsibility for extension and development of library services throughout the state, (5) to receive for use deposits of books, maps, charts or documents, (6) to administer a program of exchange of session laws with other states and territories, (7) to have a qualified State Librarian and staff and to maintain a library of materials and improve its services, (8) to solicit and receive annual financial, statistical and operational reports from county libraries, (9) to stimulate research and disseminate information through publications and (10) to develop interstate library services under the provisions of the Wyoming Interstate Library Compact Law of 1965.

GOVERNMENT LIBRARIES

A government library is defined as one established in a government department or office. There are several such libraries, some in the process of organization, in departments of state government. With the exception of a recent special law authorizing the State Engineer to establish a department library, this writer has been unable to find clear-cut authorization for department libraries in Wyoming state government.

RECOMMENDATIONS

A recodification of the library law, which would organize and bring into focus important legal provisions, is needed.

There are, however, several changes or additions to the law that should be considered in connection with a recodification. It is, therefore, RECOMMENDED that:

1. Recodification of the library law be done as soon as possible.

2. The powers of the State Library agency be clearly written into the law, e.g., to enter into contractual agreements; to facilitate interlibrary loans; to conduct, or cause to be conducted, library surveys and studies; to engage in statewide library planning; to provide technical and advisory services to local libraries; to plan and conduct on-the-job training programs for local library personnel; to maintain a collection of library materials suitable for backstopping local libraries.

3. The law provide for the centralization of all ordering and processing of library materials for state government library operations in the Wyoming State Library, under the supervision of the State Librarian, and for the maintenance of a union catalog of all state government library holdings.

   The necessity for all government workers to have access to organized information and knowledge in the course of their work is recognized. The opening sentences in the national Standards for Library Functions at the State Level are, "A state without adequate library service is like an individual without adequate education. Governments as well as individuals must have and use full record of knowledge if they are to realize their potentialities." (19)

   The purposes of this recommendation are (a) to place the library functions in state government under the supervision of State Library personnel best qualified for the job, (b) to avoid unnecessary duplication of library materials and (c) to make it possible, through a central catalog listing, to have maximum use of the materials.

   This recommendation does not aim to preclude having branches of the State Library located in departments of government as discussed on pages 52 and 53 of this report.

4. The library of the Archives and Historical Department and the Law Library be placed under the direct supervision of the State Librarian as departments of the Wyoming State Library. This recommendation does not preclude the present practice of Supreme Court Justices making recommendations for purchase for this Law Library and any other assistance they may offer to make the library useful to them.

This recommendation does not preclude continuing present practices of encouraging historians to assist in the collecting and maintaining a state library of historical materials. The recommendation aims to place library functions under the supervision of librarians and to centralize the catalog of state-owned materials and thereby provide for more extensive use of them by the libraries and people of the state. Neither would it be necessary to relocate the historical library.

5. The State Library, Archives and Historical Board be abolished, and that a State Library Board or Commission be created to give full attention to the development of libraries; that a State Archives and Historical Board or Commission be created to give full attention to the State Records Center, State Museum and other state-wide interests related to archives and history.

   It is obvious that basic principles of sound administration are violated in the organization of the State Library, Archives and Historical Board, and the library operations under its general supervision. The rapid growth of library activities, many of which may be attributed to the availability of increasing amounts of federal funds, adds to the necessity for a State Library Board or Commission.

6. The one mill tax limitation for county libraries be removed from the law to allow the citizens of those counties, which are now at or the near the maximum, to increase local support to meet library needs. The section of this report on library financing presents statistical evidence to support this recommendation.

7. The one hundred dollar limitation for school library support be removed from the law. The specification of a fixed dollar amount to spend for any school program is in violation of the principles of budgeting on the basis of need, and the one hundred dollar limit is totally unrealistic in terms of school library requirements.

In addition to these recommendations, which should be considered for the attention of the 1967 Legislature, there are two major omissions in the Wyoming library law which deserve the serious study of librarians, library board members, and all others who are interested in the improvement and expansion of library service. These are (1) the state's sharing in the direct costs for a minimum standard of local library service for community college, school, and county libraries and (2) the certification of professional library positions. It is, therefore, finally RECOMMENDED that:

8. The Wyoming Library Association, in close cooperation with the state agencies, government officials, and local and state boards governing community colleges, schools and county libraries, provide for study and forum on state aid to libraries and certification of librarians, with the objective of preparing measures for passage by the Legislature in 1969.

ONE STATE LIBRARY SYSTEM FOR WYOMING
Major Conclusions

Throughout this report there has been reference to nationally accepted principles and standards for the different types of libraries. Considered, also, were the Wyoming State Standards for public and school libraries, which embrace the national concepts of universality of library service, organization on a sufficiently large enough base to assure quality service and the importance of qualified library personnel.

The data collected for this survey clearly shows major deficiencies in all the basic elements of libraries: materials, qualified staff and physical facilities. At the root of these deficiencies is not only lack of sufficient library funds, but also lack of organization and administration to make the best possible use of the existing funds. Lacking also, in many places, is the awareness of the relationship of the changing society to libraries and the growing importance of the respective roles of the several types of libraries in the education of people of all ages, in and out of school.

If all the people of Wyoming are to have access to quality library service, it is abundantly evident that a serious effort must be made to build on the strength of existing libraries and to coordinate and to expand the present facilities and services.

It is evident, also, that Wyoming has some special "library strengths" and considerable potential for building on these strongholds, which are (1) a small but powerful core of knowledgeable, resourceful and highly interested librarians who stand ready to work for improved library services in the state, (2) leaders at the administrative level in the Wyoming State Library and the University of Wyoming who unquestionably share the concern for better library services in the state, (3) several excellent special collections of books and library materials, particularly in American history, (4) a few recently planned and constructed library facilities to serve as examples of modern trends in buildings and (5) most important, a high potential for organized cooperative effort among the relatively small total number of all types of libraries in the state.

There is a strength also in the library boards, the Wyoming Library Association and other state organizations whose purposes are in accord with the purposes of educational institutions, including libraries.

It is fortunate that the national Standards for Library Functions at the State Level(19) were formulated so recently and the national standards for public library services have undergone a revision in 1966. These up-to-date documents represent the current philosophy of library development as seen by many librarian-practitioners across the country. Interlibrary cooperation and flexibility of organization, to meet particular needs of an area or state, are principles that are stressed in both documents. The 1966 revision of the public library standards refers to the pattern of organization for library services in these terms:

> "This structure - whether a single local taxing authority, a federation of autonomous local governments, or any other viable cooperative arrangement - should provide a flexible, operative library network, effectively linking the libraries of the states and the nation. Appropriate levels of service and levels of resources must be defined and maintained through creative state-wide planning and adequate financial support (local, state and national). Everyday library needs of people must be met at the local level. Their intermediate and specialized needs should be provided through reference, resource, and bibliographic centers and such other devices as may be developed. Centers may be large public libraries with extensive collections; they may be specially designated and newly created service and resource centers; they may be non-public libraries; or they may be any effective combination or association of agencies and governments. Once the fundamental concept of levels of service and levels of resources is understood, defined and appropriately funded, quality public library service will be provided economically and universally."(12)

As stated before, Wyoming has a relatively small number of libraries, and almost all of them are publicly supported. There are the state libraries in Cheyenne, the university libraries in Laramie, the five (soon to be six) community college libraries, well distributed geographically, and only 23 public (county) libraries. There are less than two hundred school districts and very few special libraries. It is reasonable to expect that representatives of these libraries might engage in creative state-wide planning, with the aim of organizing a state-wide network of library service.

MAJOR RECOMMENDATIONS

Two principal factors to be considered in library development are the number and kinds of people to be served and the ability to pay for public services. Wyoming's population of less than 340,000 (which is increasing very slowly compared to many states); its unevenness in local ability to pay for library services and, consequently, inadequate local service; and its relatively low number of library units are reasons to conclude that a federation of libraries should be organized on a state basis. A major recommendation of this report is that there should be one state library system in Wyoming in which all libraries are included.

At the head of the state library system should be the Wyoming State Library and the University of Wyoming --- each having clearly defined library functions to perform. Basically, the State Library should perform a backstopping function for public libraries and schools, while the University should handle the more advanced referrals from the State Library and similar requests from the colleges.

The regional apex of the state system would be the Bibliographical Center for Research at Denver and any other regional library resource centers, which may be developed in the future to serve specific needs, such as a regional medical library having a direct service line to the National Library of Medicine.

The State Library, through its Department of Extension, should serve as the "central library" for the system of public library services, according to the national standards.

This recommendation is based on several assumptions:

1. Community librarians in colleges, schools, public and other libraries desire to be in a position to meet the requests of their patrons and would be willing to participate in a statewide network of library services in order to provide a higher level of service than they are presently providing.

2. All local libraries would continue to make the maximum effort to meet the day-to-day needs of the communities they serve. This includes the student "communities" of schools and colleges.

3. A state-wide plan for cooperation among all types of libraries is feasible in Wyoming only if it provides for centralization of staff and services at the state level where there are centers of existing library strength on which to build (qualified staff, materials and facilities).

4. Substantial amounts of state funds, including federal funds, would be used to support the state-wide library system; roles of participating libraries would be defined; agreements and contracts would be executed as needed; a rapid communication system would be installed; standards of library service at the different levels of resources would be formulated; and a formula for financing the local-state cooperative program would be developed.

A widely accepted pattern for organizing and developing public library systems in the United States and in foreign countries is one of grouping counties, or parts of counties, or other jurisdictions and forming regional library systems. The national standards for public library services are written for library systems. Standards for school libraries presuppose a school large enough to support library services having the necessary wide range of materials and a qualified staff to meet the modern needs of students. In many states, regional groups of academic libraries are finding ways to work together to improve and expand services.

Even though Wyoming is a state of great distances between its relatively few libraries, these distance barriers (as they relate to library services) can be overcome, in great measure, through utilization of library-related technology. Wyoming libraries can be linked in a network of state-wide and interstate services, made possible through computers, photo duplication, telephone lines and various telecommunication systems. It is believed the establishment costs of such state-wide systems will not be prohibitive if long-term benefits to the educational advancement of the state are properly considered and if the costs of developing local or regional library systems are weighed against the cost of developing one state library system, using technology to full advantage.

Because of the sparsity of population and the dollar gap between the present library systems and systems that would meet standards, it is not considered feasible to recommend that the state now attempt to develop systems of libraries on the regional basis. Regional library systems might be developed in the future, particularly in the eastern half of the state where there are population gains and more immediate prospects for industrial growth. The idea of fully-developed regional library systems should not be discarded. But as recommended above, library service in Wyoming should now be organized on a state basis.

However, a major recommendation of this report is related to regional library development*. To provide a democratic and systematic approach to planning for future development of library services in the state, six regions should be delineated.

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*A region is defined for purpose of this report, as an area larger than a county united by geography and other interests. A major consideration in determining boundary lines of library regions, however, should be the location of library strength.

REGIONAL PLANNING GROUPS

For purposes of exploring more fully the idea of organizing six regions of the state for planning purposes, the writer of this report, in cooperation with the State Librarian, prepared Tables I, IX and X. Table I (page 13) shows the total population of 1960, and the names of counties and municipalities of over 1,000 population in each of the suggested regions. Table IX (page 81) is a map showing the county boundary lines of the proposed regions, and Table X (page 82) shows the 1965 population, square miles, assessed valuation as of 1966, and the total number of administrative library units, volumes and library personnel in each region. These Tables are presented as working papers. The boundary lines of the regions, as proposed, should be considered flexible and subject to adjustment by regional groups. It will be noted that at least one college library is located in each of the proposed regions, since library strength was a prime consideration in drawing the lines. Also, the regions should coincide, as far as possible, with county lines so that cooperative services may be more easily arranged in terms of assessing costs.

Since it is proposed that the State Library and the University of Wyoming serve as a dual apex of a state library system, these two institutions were placed in the same planning group to facilitate coordination of library activities.

As stated before, a chief purpose of the regional organizations should be to provide a democratic and systematic approach to planning for future development of library services in the state. Planning is a continuous process of building on experience and setting goals and devising means to attain them. Though it is the responsibility of state agencies to engage in state-wide planning, this responsibility can be carried out most effectively if interested local people participate in the planning programs. A major objective of the proposed regional groups should be to involve as many people as possible in the decisions in the process of library planning.

Other general purposes of the six regional groups should be:

1. To provide a meeting ground within reasonable driving distance (by Wyoming standards) of all librarians, trustees and individuals in the area to (a) discuss common interests; (b) identify regional needs; (c) define regional goals; (d) plan for regional library improvement; (e) and most important, help bring into state-wide focus the library needs of localities; that is, to merge local, regional and state plans for the benefit of all, through the services of the state library system.

More specifically, the regional groups might consider such propositions as the following:

2. Establishing in one of the stronger libraries a laboratory for book selection, including an extensive collection of book selection tools, bibliographies, indexes, prepublication examination copies of trade books, a collection of books for exhibit and other such resources as are needed for building up the quality and variety of book collections in the libraries of the region.

3. Defining and encouraging specialization by the larger libraries of the region not only for the benefit of the libraries in the region but also for use through the state library system.

4. Studying all types of interlibrary working relationships, with the aim of improving services and sharing resources, including staff specialists.

5. Building a better than average collection of reference resources, including state and federal documents, in at least one library of the region and devising means of sharing these resources.

6. Providing one or more suitable places in the region for regular training sessions and planning these sessions on an annual basis in cooperation with the State Library consultants. Studying and discussing this survey report with the aim of finding ways to improve local library services would be a good beginning of a series of regional workshops.

7. Studying the feasibility of establishing a regional library system that would meet the national standards for library services.

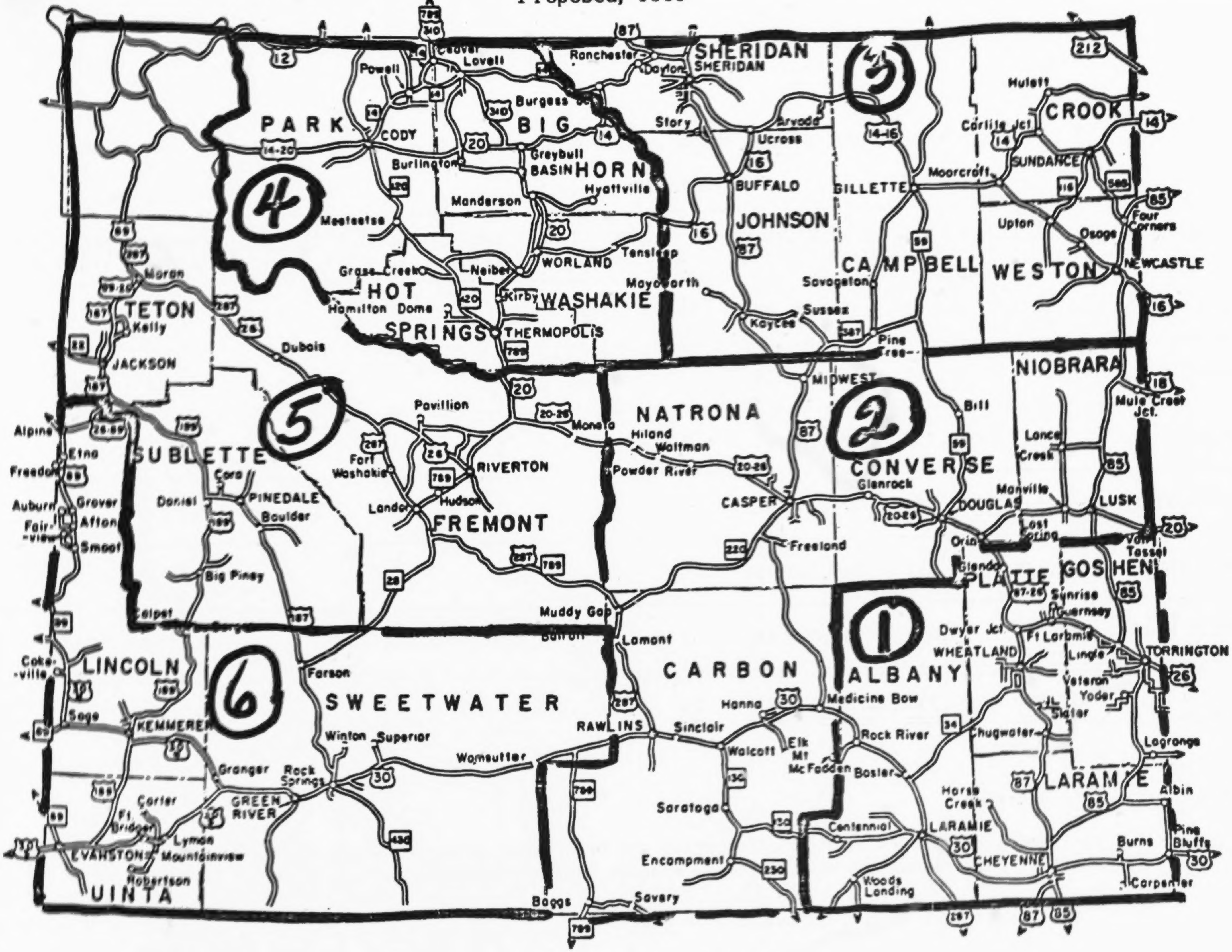
8. Working in a state-wide project of writing standards for library services in Wyoming.

9. Working together on any project or any proposal that, in the opinion of the regional group, would contribute to the advancement of libraries in the region and state and to the purposes of the state library system.

It is reasonable to assume that the Wyoming Library Association's Library Development Committee, in cooperation with the State Library, might furnish the needed leadership in affecting the organization of the regional planning groups. It should be remembered that librarians and other representatives of all types of libraries should be actively involved in the planning programs and activities of the regional groups, and that an ultimate goal of the groups should be to strengthen the services of the state library system.

SIX REGIONS FOR LIBRARY PLANNING AND DEVELOPMENT

Proposed, 1966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WASHAKIE
TETON
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NATRONA
CONVERSE
NIOBRARA
PLATTE
GOSHEN
LINCOLN
SWEETWATER
CARBON
ALBANY
LARAMIE
UINTA
Powell
Cody
Lovell
Burgess
Greybull
Basin
Hyattville
Manderson
Meeteetse
Burlington
Ranchester
Dayton
Sheridan
Story
Arvada
Ucross
Buffalo
Gillette
Moorcroft
Hulett
Carlile Jct
Sundance
Upton
Osage
Four Corners
Newcastle
Worland
Tensleep
Mayoworth
Neiber
Kirby
Grass Creek
Hamilton Dome
Thermopolis
Savageton
Kaycee
Sussex
Pine Tree
Midwest
Moran
Kelly
Jackson
Dubois
Pavillion
Fort Washakie
Riverton
Lander
Hudson
Moneta
Hiland
Waltman
Powder River
Casper
Glenrock
Douglas
Bill
Lance Creek
Manville
Lusk
Mule Creek Jct.
Lost Spring
Orin
Glendo
Van Tassel
Alpine
Etna
Freedom
Auburn
Grover
Afton
Fairview
Smoot
Cora
Pinedale
Daniel
Boulder
Big Piney
Calpet
La Barge
Muddy Gap
Bairoil
Freeland
Lamont
Sunrise
Guernsey
Dwyer Jct
Wheatland
Ft Laramie
Lingle
Torrington
Veteran
Yoder
Slater
Cokeville
Sage
Kemmerer
Farson
Winton
Superior
Rock Springs
Granger
Green River
Wamsutter
Rawlins
Sinclair
Hanna
Medicine Bow
Rock River
Elk Mt
McFadden
Walcott
Bosler
Chugwater
Lagrange
Albin
Carter
Ft Bridger
Lyman
Mountainview
Evanston
Robertson
Saratoga
Encampment
Centennial
Laramie
Horse Creek
Cheyenne
Burns
Pine Bluffs
Carpenter
Woods Landing
Boggs
Savery

SIX REGIONS FOR LIBRARY PLANNING AND DEVELOPMENT --- BASIC INFORMATION TABLE X

PROPOSED, 1966

REGION	POPULATION 1965	SQUARE MILES	ASSESSED VALUATION 1966	NUMBER LIBRARY ADMINISTRATIVE UNITS					NUMBER VOLUMES	NO. LIBRARY PERSONNEL
				Public	School	College & U.	State Lib.	Special		
1· SOUTH EAST	106,870	11,265	$ 196,302,405	4	36	2	1	3	1,143,373	97
2· EAST CENTRAL	73,870	20,143	267,179,996	4	30	1		2	267,561	47
3· NORTH EAST	44,329	16,751	180,139,016	5	55	1		5	223,967	39
4· NORTH WEST	42,430	12,670	226,837,883	4	34	1		6	229,994	43
5· WEST CENTRAL	37,170	16,852	149,762,782	3	22	# 1		3	181,261	34
6· SOUTH WEST	34,370	16,659	148,014,692	3	13	1		1	156,396	19
TOTAL	339,039	94,338	$1,168,236,774	23	190	7	1	20	2,202,552	279

Authorized for Riverton

Units - Not included are branches of public libraries and Department libraries of state government and the University. Only elementary and secondary schools having centralized collections are included.

ORGANIZING AND FINANCING THE STATE LIBRARY SYSTEM

The sucess of the state library system will depend greatly upon the efficiency of its organization and the adequacy of its financing. It should also have a satisfactory pattern of assessing costs to the participating jurisdictions - local governments, state government and academic institutions. The proposed system would necessarily be in developmental stages for several years, and the library planners in Wyoming should consider simultaneously, the development of service, patterns, staffing and financing. Basic to the planning should be, of course, standards of library services in Wyoming.

Before any alternative approaches to financing the state system are suggested, it is appropriate to consider the present methods and levels of financial support of the state's libraries as they are now organized.

Almost every library in Wyoming is financed completely from public tax funds. The exceptions are very few: any small technical libraries connected with business and industry, the few centralized subscription law libraries, privately owned collections (e.g., Bradford Brinton Memorial Ranch and Buffalo Bill Historical Center and Whitney Museum), and valuable gift collections of a special nature found in the University Library.

Public supported libraries are a part of government and their financial support is subject to laws and the governmental processes. Elected officials, for the most part, determine how well libraries are supported in Wyoming. The legislators are responsible for approving budget requests from the University and the Community College Commission. The county commissioners determine the level of support for county libraries. The school boards and the community college boards determine the portion of the budget which goes to school or junior college libraries.

The two laws governing the financial support of libraries are cited previously in this report. Both laws are restrictive: a limit of an annual levy of not more than one mill on the dollar for county libraries and a limit of one hundred dollars a year for school libraries. These laws serve to inhibit library development in the state, and it has been recommended that they be repealed.

STANDARDS FOR FINANCIAL SUPPORT

Since the level of financial support of a library determines, in large measure, the scope and effectiveness of the library service, state and national library standards provide guidelines for financial planning. In part, they are as follows:

University and Community College Libraries. Normally, 5% of the total educational and general operating budget should be allocated for libraries.*

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*NOTE: The U.S. Office of Education defines "educational and general" as operating funds used to defray expenditures for admininstration, instruction, research, extension services, plant operation and maintenance and organized activities related to instructional departments.

This is a minimum percentage for a well established library; it must be higher if the library's holdings are seriously deficient, if an audio visual service department is a part of the library and if there is a rapid expansion in student population, programs of instruction or research.(17) (18)

School Libraries. After a minimum book collection has been established, the Wyoming School Library Standards of 1966 call for the following minimum levels of expenditures for school libraries:(16)

Rural Schools	$15.00 per pupil
Under 200 pupils	5.00 per pupil, but not less than $500.00
From 200-1,000 pupils	3.00 per pupil
1,000 pupils and over	Not less than $3,000.00

Public (County) Libraries. The costs of public library service are based on unit costs, i.e., the annual salary of a beginning professional librarian to which the salaries of experienced personnel are related, the cost of clerical help, the average cost of one book, one periodical subscription, and the rebinding of one book.(12) National standards recommend that a library operating at a minimum level should allow about two-thirds of the total budget for salaries and one-fifth of the total for books and related materials. The number of people and size of area to be served are factors for consideration in financial planning.

Per capita figures are not standards. They can be meaningless and misleading if used as standards. A library system may show an extra large per capita expenditure but the total expenditure would be less than the cost of only one librarian and no books, or a few books and no librarian.

LEVEL OF FINANCIAL SUPPORT

How adequately are Wyoming libraries supported? According to the President's fiscal report for 1964-65, the University libraries' expenditures were approximately 63% of the amount called for in national standards(24)--Five percent of the expenditures of the University, excluding capital outlay and debt service, totals slightly over $502, 000, and expenditures for the Library are shown as approximately $319, 000. Similar tabulations for community colleges were readily available, but Table VI (page 45), The University and College Libraries, shows the level of expenditures for books for each of the academic libraries, and indicates substandard allocations. The same could be said about school libraries. Table V (page 36), Public School Libraries in Wyoming, shows, in most cases, expenditures for books are below the requirements of state standards.

A more complete statistical picture of the financial support of public (county) libraries is shown on the following two tables, Table XI (page 89) and Table XII (page 91). The first of these tables records the 1964-65 reports of the county libraries - the tax levy, the tax yield, the total operating expenditures, and of this total, the amount spent for books and the per capita expenditure. Only one county was levying the maximum of a one mill tax in 1965. The range of the levies was .231-1.000; the median was .540. The range of operating expenditures was $10, 014-$89, 708; the median, $18, 566. The range of per capita expenditures was $1.01-$5.28; the median, $2.31. There is no absolute correlation between the low levy, low expenditures and low per capita. For example, Teton County levied .900 ($3.27 per capita) and the tax yield was the lowest in the state, $10,014. Natrona County's per capita ($1.81) is a result of a levy of .550, yielding the highest amount in the state, $89, 708. Table XI (page 89) also shows the median family income for 1960 and the assessed valuation by 1965, which are indicators of relative ability among the counties to pay for library services.

Table XII (page 91) shows later information: the 1965 population, 1966-67 assessed valuation, tax levy, yield and per capita yield. It will be noted that tax levies for library purposes have been increased in all of the counties except Carbon and Lincoln. Albany, Fremont, Laramie and Teton Counties are taxing at almost the limit, yielding a range of $1.60 to $4.31 per capita. Table XII (page 91) shows also the amount of the tax yield and per capita yield in each county if the maximum one mill tax is levied. The two tables should be studied by library planners in terms of population gain or loss and fluctuation in assessed valuation since 1960.

What is reasonable per capita expenditure for county library service in Wyoming? This question will be answered by the tax payers, of course, but if the maximum one mill tax were levied in Converse, Crook, Hot Springs, Johnson and Sublette Counties, the per capita cost would exceed $6.50. It would exceed $8.25 in Converse and Sublette Counties. It is believed this tax rate may be unreasonable for the level of services which a small county library unit is able to provide.

One might ask what should be the minimum operating budget for a county library in Wyoming? National cost standards of 1963 suggested that public library systems serving over 100, 000 population might, under normal circumstances, have full range of library services with $3.82 per capita. That was in 1963, and costs have risen considerably in the past three years. The national standards have limited applicability to Wyoming's separate county libraries. They will be useful in considering library service on a state-wide basis.

In the meantime, a guide for budget preparation in 1966-67, for Wyoming county libraries, has been prepared and is included in this report as Appendix E. The 23 counties are grouped after consideration of (1) size, in terms of population, potential growth and number and size of service outlets; (2) present rate of expenditures; (3) present rate of tax levy; (4) Wyoming's State Standards for County Libraries; (5) Interim Standards for Small Public Libraries; and (6) the 1963 cost estimates of public library systems.(12) Three groups of counties are suggested. Since the recommended budget process is one that will allow the library to meet only minimum standards, no county should consider the population brackets restrictive. These guidelines should be useful to county libraries in building library budgets on the basis of need.

PUBLIC LIBRARY SERVICES IN WYOMING

A Statistical Report, Part 2, FINANCING

1964 - 1965

Library	Population served, 1960	Median family income, 1960	Assessed Valuation 1965	Library Tax Levy
Albany Co.	21,290	$5,816	$ 43,256,145	.917
Big Horn Co.	11,898	4,809	41,941,654	.700
Campbell Co.	5,861	6,092	36,933,120	.300
Carbon	14,937	5,910	50,284,375	.520
Converse Co.	6,366	5,077	52,370,109	.341
Crook Co.	4,691	4,801	30,386,761	.490
Fremont Co.	26,168	5,684	100,367,582	.630
Goshen Co.	11,941	4,676	29,560,468	.392
Hot Springs Co.	6,365	5,988	53,448,585	.231
Johnson Co.	5,475	5,250	33,969,258	.360
Laramie Co.	60,149	6,386	98,445,102	.670
Lincoln Co.	9,018	4,755	33,740,784	.270
Natrona Co.	49,623	6,955	138,609,955	.550
Niobrara Co.	3,750	4,860	15,592,508	.500
Park Co.	16,874	5,596	112,176,035	.540
Platte Co.	7,195	4,860	20,308,697	1.000
Sheridan Co.	18,989	5,306	37,089,911	.498
Sublette Co.	3,778	5,365	36,752,934	.666
Sweetwater Co.	17,920	5,830	90,117,099	.700
Teton Co.	3,062	6,079	11,619,556	.900
Uinta Co.	7,484	5,419	22,051,195	.637
Washakie Co.	8,883	6,098	24,823,206	.624
Weston Co.	7,929	5,751	34,704,874	.280
TOTAL	329,646	------	$1,148,549,913	----

Continued:
PUBLIC LIBRARY SERVICES IN WYOMING

TABLE XI

A Statistical Report, Part 2, FINANCING
1964 - 1965

Tax yield	Total Operating expenditures	Expenditures for books Local	Federal	Per capita expenditures
$39,666	$ 38,915	$ 4,300	$ 2,112	$1.83
29,359	30,702	3,499	1,742	2.58
11,080	16,526	2,038	1,233	2.82
26,148	28,749	3,398	1,481	1.92
17,858	17,677	3,287	1,297	2.78
14,890	14,717	4,873	-----	3.14
63,232	82,393	15,810	2,705	3.15
11,588	12,117	2,134	-----	1.01
12,347	13,671	2,185	1,197	2.15
12,229	12,658	1,597	-----	2.31
65.958	84,384	15,999	3,814	1.40
9,110	11,195	3,500	1,195	1.24
76,235	89,708	14,418	3,125	1.81
7,796	10,607	1,892	1,184	2.83
60,575	54,648	8,398	-----	3.24
20,309	22,836	3,320	1,336	3.17
18,471	20,642	3,236	1,863	1.09
24,477	19,949	3,404	1,158	5.28
63,082	88,218	12,307	1,981	4.92
10,458	10,014	2,715	1,009	3,27
14,047	14,469	685	1,328	1.93
15,490	18,566	4,268	1,417	2.09
9,717	10,882	1,888	1,370	1,37
$634,122	$724,243	$119,151	$32,574	----

TABLE XII

PUBLIC LIBRARY SERVICES IN WYOMING
A Statistical Report, Part 3, FINANCING
1965 - 1967

County	Population 1965	Assessed Valuation 1966-67	Tax Levy	Tax Yield	Per Capita Yield	Legal Limit of one Mill	
						Tax Yield	Per Capita Yield
Albany	24,470	$44,438,202	.965	$42,883	1.75	44,438	1.83
Big Horn	11,620	39,764,693	.710	28,233	2.42	39,764	3.42
Campbell	7,140	38,480,564	.320	12,314	1.72	38,480	5.38
Carbon	14,090	52,309,764	.490	25,632	1.81	52,309	3.71
Converse	6,160	54,370,024	.380	20,661	3.35	54,370	8.82
Crook	5,020	34,225,524	.505	17,284	3.44	34,225	6.81
Fremont	28,860	100,102,351	.920	92,094	3.19	100,102	3.46
Goshen	11,610	29,614,244	.454	13,445	1.15	29,614	2.55
Hot Springs	6,390	48,737,734	.521	25,392	3.97	48,737	7.67
Johnson	5,510	36,295,160	.360	13,066	2.37	36,295	6.58
Laramie	63,570	102,023,070	.890	90,801	1.42	102,023	1.60
Lincoln	9,260	34,236,832	.265	9,073	.97	34,236	3.69
Natrona	49,900	144,798,133	.600	86,879	1.74	144,798	2.90
Niobrara	3,720	15,702,075	.640	9,484	2.54	15,702	4.22
Park	16,770	114,135,210	.550	62,774	3.74	114,135	6.80
Platte	7,220	20,226,889	1.000	20,227	2.80	20,226	2.80
Sheridan	18,740	37,482,448	.518	19,416	1.03	37,482	2.00
Sublette	4,410	36,452,838	.699	25,481	5.77	36,452	8.26
Sweetwater	17,710	91,120,927	.860	78,364	4.42	91,120	5.14
Teton	3,062	13,207,593	.950	12,547	4.09	13,207	4.31
Uinta	7,484	22,656,933	.646	14,636	1.95	22,656	3.02
Washakie	8,883	24,200,246	.669	16,190	1.82	24,200	2.72
Weston	7,929	33,655,365	.364	12,251	1.54	33,655	4.24
TOTAL	339,528	$1,168,235,819	----	$749,127	----	1,168,226	----

SUMMARY

There is ample evidence that the present system of financing library services in Wyoming does not provide adequate funds for quality library services and imposes serious problems of unevenness in the levels of library support among counties and among school and college districts.

ALTERNATIVE APPROACHES TO THE PROBLEM

It is obvious that Wyoming library services are in need of better organization and increased financial support. What can be done about it?

In the face of all the well-known changes in our society, all levels of government are making adjustments in their traditional responsibilities--economists, political scientists, public administrators and lawmakers seem to be in general agreement that governmental units having responsibilities for public services should be large enough to be economically efficient and to be able to perform a service of quality. They are also in agreement that every public service should have an adequate legal base, should be easily accessible to people, and the organization and structure should provide for widespread citizen participation in the decisions relating to the service.

This general consensus has real implications for library development in the state of Wyoming. It has been shown that the county library unit is too small to provide efficiency and quality. The community colleges and school libraries are not in a position to provide quality library service without going beyond their jurisdictional boundaries for materials.

The university libraries and the state libraries cannot yet reach the national standards which have been formulated for these high level institutions.

It is believed all libraries will be strengthened through an organization of interlibrary services to be known as the Wyoming State Library System. Interlibrary cooperation required in a state-wide system calls for intergovernmental relationships, including joint financing. There are complexities in these requirements, but the technicalities may be left to governmental specialists. This report offers no firm recommendations on the structure and financing of the state system, since there are matters that should be worked out through the regional planning groups and widespread citizen participation, with the help of legal and other state consultants. However, to assist the library planners, several suggested approaches to state-wide library development are offered for consideration:

1. Title III of the Library Services and Construction Act. The amendments of 1966 added this title, known as the Interlibrary Cooperation Title, which provides for state grants--

> "for the establishment and maintenance of local, regional, state or interstate cooperative networks of libraries."

The law defines interlibrary cooperation--

> "as the establishment and operation of systems or networks of libraries, including state, school, college and university, public and special libraries, working together to provide maximum effective use of funds in providing services to all library users. Such systems may be designed to serve a community, Metropolitan area, region within a state or may serve a state-wide or multi-state area. Requirements for participation include: provisions for coordination of

> supplementary services; appropriate allocation of costs, assurance that every appropriate local or other public agency in the state is given an opportunity to participate; criteria for evaluation and assignment of priorities by the State Agency; and establishment of a state-wide council, broadly representative of professional library interests and of library users, to act in an advisory capacity to the State Agency."(26)

The federal government is an important source of funds for library purposes in public, school, college and university and state library operations. Title III of LSCA should promote the systematic use of funds from all federal governmental sources to all types of libraries.

It is recommended that immediate steps be taken by the State Library to establish the representative state-wide council required for the implementation of Title III, LSCA, and that this body concern itself with the development of a Wyoming State Library System. Priority considerations of the Council might be the two present activities of the State Library which are most directly related to the future state library systems: (1) the centralized processing center - its potential role in the system and (2) the state's use of the Bibliographical Research Center of Denver - the service pattern and most appropriate method and source of financing the service.

2. Service Pattern and Standards. Discussion of a service pattern for the state system in which levels of resources and services are defined, should be on the agenda of all planning groups early in the consideration of the State Library System. For

example, what level of library resources and service can reasonably be expected by the residents of the smallest towns and municipalities from their schools and branch libraries? What intermediate levels might be defined? What can be expected of the colleges? the university libraries? the state libraries? What methods might be employed to facilitate the services, e.g., rapid communication system, book catalog, etc.? As the levels of resources and services are being defined, standards for the Wyoming State Library System will be in the process of development. As a precedent, the New Jersey library standards for community library services should be studied. However, Wyoming's standards must be custom made for Wyoming.

Library planners in Wyoming are called upon by this survey to be creative in their planning and development of standards for a state-wide library system.

3. Legal Base for Administration and Financing. Having the appropriate state law is essential to the development of an interlibrary cooperative program. Recommendations for immediate consideration in Wyoming's future library laws are offered on pages 68, 69 and 70. However, in further study for the development of the most suitable governmental structure for the State Library System and its financial support, two possibilities are suggested:

(a) Broad statutory authority for creating a state-wide special district for library purposes, or for central substantial authority in the state for collecting taxes for library purposes, administering these tax funds, and providing a wide range of library services. The latter is essentially the legal basis for the state library operated system in Hawaii.

(b) A special state library non-profit authority might be legalized, and with a governing board, be empowered to enter into contracts, to administer grants-in-aid, to provide services, and to maintain a program of coordinated library services among all types of libraries. Or these specific powers might be given to a State Library Board. In any case, the state law should provide for a federated system of affiliated libraries.

(c) At least two factors are basic to the lack of equality in financing libraries at the local level: (1) in equality of assessments, and (2) difference in the ability of the counties to support public services; due in part, to reliance upon property tax as the chief source of revenue and the very small percentage of privately owned land in many counties (Appendix F illustrates this point).

Wyoming's Foundation Program for schools aims to guarantee for every child a minimum program of education through a system of local, state and federal financing. Likewise, a minimum program of library services should be provided with state assistance. Programs of state aid to local libraries, in the form of special direct service and/or grants-in-aid, are in force in 31 states. A spokesman for the American Library Association reports that since 1956, fourteen states have enacted new programs of financial assistance to public libraries to supplement local funds and to lessen the burden on property tax. Many of these aid programs include the purposes of (a) equalization, through the distribution of state taxes from wealthy areas to poor areas (b) establishment, a one-time grant to get started and (c) achieving standards with aid of "incentive" grants. Basic (or flat) grants are often made to localities on a population basis. A program of state support is needed in Wyoming, and it is possible that the existing state aid laws of the over 30 states (which should be studied) will provide direction only in terms of principles.

Maryland's system of determining the state's share in a local-state cooperative program for the support and growth of public libraries (section 182A, Annotated Code of Maryland) may help in developing a pattern of financing the State Library System. As stated in the law, the general policy provides for a minimum program for current operating expenditures of libraries from local and state funds (based on a level of $1.20 per capita) and a formula of sharing at the rate of "approximately 30% for the state and 70% for the local." The formula for determining the local and state shares is as follows:

A	State's assessed valuation divided by the state's population to get wealth per capita of the state.
B	Local county's assessed valuation divided by county's population to get wealth per capita in the county.
B ÷ A = C	The ratio of local wealth per capita to state wealth per capita.
C x 70% = D	Local share.
100% - D = E	State share.

A study of the present level of per capita expenditures for public libraries in Wyoming suggests that it is reasonable to consider a level of $4.00 per capita to provide a minimum library program in Wyoming. (A per capita level for the support of all library services in the state, operating in one system is not suggested here. This is a question for further study.)

An example of the application of the formula of assessing costs to local and state government is shown in Appendix G. The minimum per capita level used is $4.00 and the sharing is figured on a basis of 50% for state and 50% for local.

Trends in public finance indicate increased support for library development from state and federal sources may be anticipated. With this in mind, library planners in Wyoming should address themselves to the task of long-range financial planning in which the several levels of government assume a share of the costs.

It is obvious this is no simple task, but one that must be undertaken along with plans for increased resources and services.

4. *Interstate Cooperation.* The organization of library services need not be confined to state boundaries. It is entirely possible that the State Library System of Wyoming may enter into agreements to share resources and responsibilities with neighboring states or with the cities of Billings, Salt Lake City, Denver and Scottsbluff. It is, however, the belief of this writer that interstate library programs should follow the legal organization of the Wyoming State System and that interstate agreements be made, if possible, between *state* governments.

SUMMARY

In this section of the report, the present levels of financing libraries have been reviewed. It has been suggested that the Interlibrary Cooperation Title III, LSCA, may provide direction and funds for the beginning of the State Library System. Developing a service pattern, standards of service, and securing necessary legislation for organizing and financing the System are immediate tasks ahead for the state's library planners.

STAFFING THE STATE LIBRARY SYSTEM

If the State Library System is to be effective and justify its cost, it must have within it, at strategic service points, a core of competent librarians. There is a national shortage of persons having professional education in librarianship and successful library experience. It is therefore essential that the well qualified librarians in Wyoming be placed in positions which will allow them to make their maximum contribution to the state's program of professional library services. Added positions will be necessary, as is indicated in previous discussion of library personnel, since many libraries in the state are presently understaffed and new services will be added.

The guide for building budgets for county libraries (Appendix E) recommends upgrading personnel in most of these libraries. The schools and colleges need more qualified librarians. It is expected that the University will need added personnel in the reference referral program of the State Library System, when its operation gets underway.

Not only must staff be recruited and added, but present staff must receive in-service training and refresher courses. It has been suggested that the regional groups plan and participate in on-the-job training programs for librarians of all types of libraries.

The University of Wyoming is presently offering an undergraduate program of librarianship, aimed to meet the needs of school librarians. The University might consider the possibility of establishing an Institute for the Continuing Education of Librarians, which should attract experienced library administrators and other staff from all types of libraries in the Rocky Mountain Region and provide a high level program of training for librarians within the state. Rather than considering the possibility of a costly graduate library School at the University, it appears that a well developed scholarship program for educating Wyoming residents, who wish to work in their home state, is a more practical approach to the need for access to graduate library education.

The Wyoming State Library is presently understaffed to perform well all the functions assigned to it by law. If it is to serve as a head of the State Library System, the present staffing pattern should be reorganized and several positions added. Table VIII, page 58, shows the present staffing of the State Library; Tables XIII A and B, pages 98f and 98g, show the recommended staffing for administering the State Library System.

In these tables, the present Rules and Regulations of the State Personnel Commission have been used for grade and salary range of positions in government. Classification specification for all the library positions listed have not been established by the state. Series for the position of librarian and library technician have been recognized but not well developed. It is recommended that these specifications be developed and that library positions in Wyoming state government be established as a guide to college and school districts and as an aid in recruiting qualified librarians to the state.

The recommended staff for the State Library System takes into consideration the recommended centralization of all library operations in the State Library. While the tables show a need for doubling the present staff, it should be noted that eight of these positions might be transfers (three in the Historical Library, four department library assistants and one school library consultant). A new LSCA title, to benefit libraries of state institutions, may support two of the added positions (consultant and clerk-steno), and the two Librarian I positions in Technical Services and Reference and Documents may not be needed in the first one or two years of operation. There might be some saving in clerical positions if space would be provided for a clerical pool, well organized and supervised by the office of the Chief of Administrative Services.

Priority in staffing should be given to the Coordinator of Selection, Acquisition and Preparation of Materials and to the Coordinator and Consultants in the State-Wide Library Development Department. These Coordinators should assume broad responsibilities for such tasks as the following:

1. Surveying and evaluating the present collection of materials within the State Library; building and maintaining a suitable collection; conducting a staff project of writing acquisitions and selection policies for materials; taking responsibility for interagency planning for building up the library materials resources in the state; working regularly with the University and colleges in a coordinating capacity regarding the State Library System's materials resources; encouraging cooperative effort in building materials collections; and exploring possibilities of building and using specialized collections.
2. Working with educational institutions and planning groups on both short-range and long-range plans for the education of library personnel through workshops, institutes and formal education; organizing and conducting projects of writing and

keeping up-to-date standards of library services; reviewing continuously the needs of libraries that may be served through technical and advisory services of library consultants; writing for publications materials to aid local libraries; and building and maintaining a comprehensive professional library in librarianship.

Properly staffing the Wyoming State Library for its leadership responsibilities in the State Library System will call for an outlay of money which may seem prohibitive. It is possible that a gradual approach to this build-up will have to be considered. However, the importance of qualified leadership in any state program is readily recognized and a library development program is no exception. It has been this writer's observation that the best developed library programs in the country can attribute success, in great measure, to the cooperative work of leaders in the State Library, the library associations and organizations of library board members, when they are armed with research and survey facts, and facing their tasks with courage and conviction that good libraries are essential to a good life. Wyoming has a great potential success in the immediate future. It has the leaders, the organizations, the facts and, hopefully, the courage to face the tasks ahead.

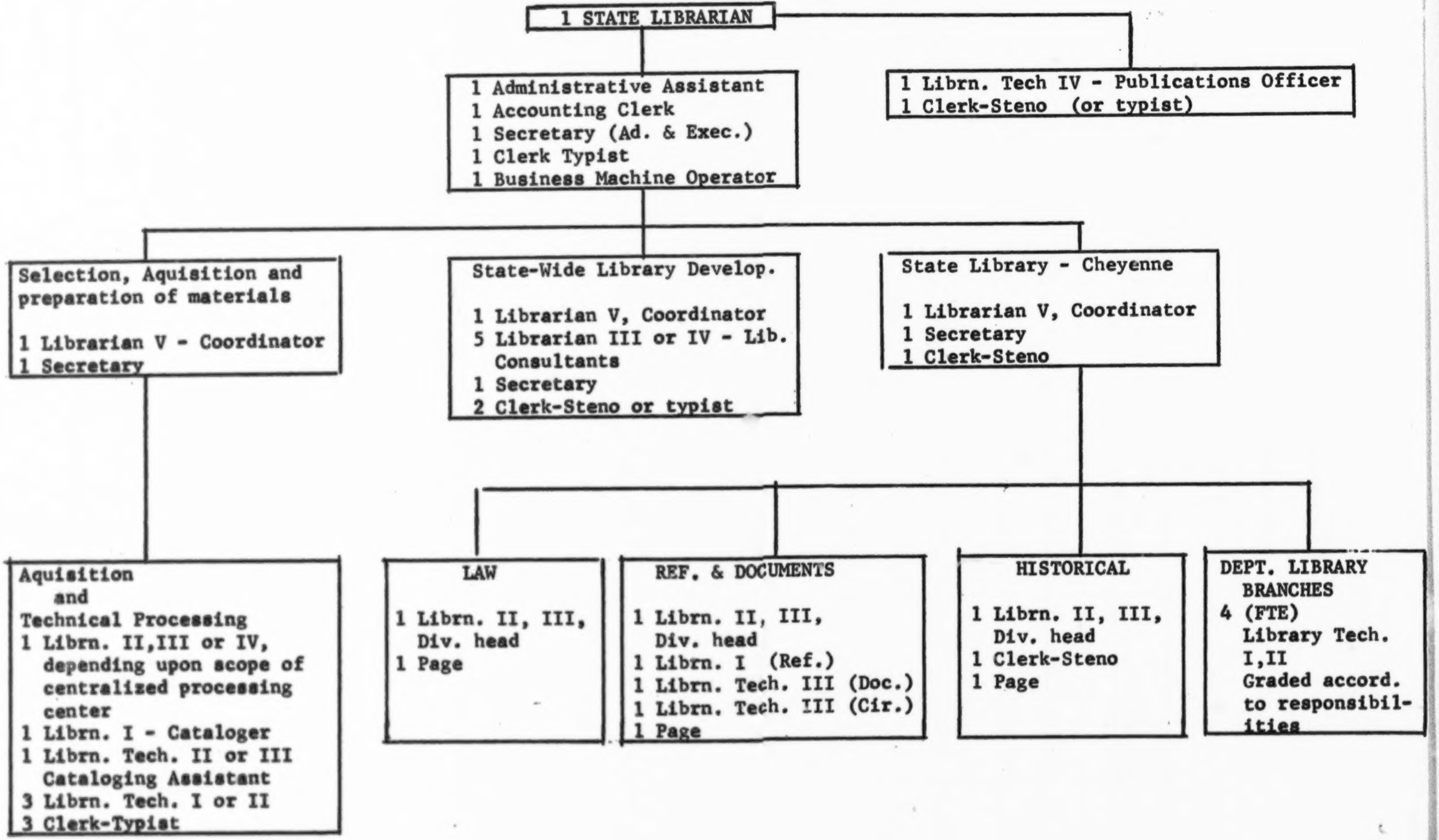
WYOMING STATE LIBRARY

RECOMMENDED STAFFING FOR THE

STATE LIBRARY SYSTEM

No. Positions	Classifications	Grade	Salary Range	Working Title	Major Responsibility
1	State Librarian	29-32	$12,060-16,860	State Librarian	Chief administrator
3	Librarian V	26-28	10,620-14,460	Coordinator	1-Selection, aquisition, and preparation of materials 1-State Wide Lib. Development 1-State Library - (Cheyenne)
	Librarian IV	23-25	9,300-12,660	Lib. Consul. or	
9	III	20-22	8,040-11,400	Div. Head or	Technical and professional Advisors and supervisors
	II	18-19	7,440- 9,180	Unit Head	
2	I	16-17	6,840- 8,580	Ref. Lib.	Bibliographic & ref. work
1	Ad. Assist.	16-18	6,840- 8,880	Chief Admin. Service	Assistant cataloger
1	Acct. Clerk	8-9	3,840- 5,580	Accountant	Accounting, pay rolls, etc.
1	Sec. (Adm. & Exec.)	8-10	3,840- 5,880	Secretary	Sec. to State Librarian
1	Business Mach. Operator	6-7	3,240- 4,980	Bus. Mach. Oper.	Multilith machine operator
1	Lib. Tech.	18-19	7,440- 9,180	Pub. Off. or Unit Head	Chief of public information and publication
2	Lib. Tech. III	16-17	6,840- 8,580	Cat. Assist.	Circulation procedures
1				Cir. Assist. or	Documents clerk
4	II	13-15	5,700- 7,980	Lib. Assist.	Dept. Library Assistants
3	I	10-12	4,440- 6,720	Lib. Assist.	Assistants in Tech. Services
3	Secretary	6-8	3,240- 5,280	Secretary	Secretary to Coordinator
-----	Clk-Steno	3-7	2,580- 4,980	Clk-Steno	Typing, corres, & records
9					
-----	Clk-Typist	3-7	2,580- 4,980	Clk-Typist	Typing
3	Page		Hourly pay	Page	Shelving materials

Table XIII - B


1 STATE LIBRARIAN
1 Administrative Assistant
1 Accounting Clerk
1 Secretary (Ad. & Exec.)
1 Clerk Typist
1 Business Machine Operator
1 Librn. Tech IV - Publications Officer
1 Clerk-Steno (or typist)
Selection, Aquisition and preparation of materials
1 Librarian V - Coordinator
1 Secretary
State-Wide Library Develop.
1 Librarian V, Coordinator
5 Librarian III or IV - Lib. Consultants
1 Secretary
2 Clerk-Steno or typist
State Library - Cheyenne
1 Librarian V, Coordinator
1 Secretary
1 Clerk-Steno
Aquisition and Technical Processing
1 Librn. II,III or IV, depending upon scope of centralized processing center
1 Librn. I - Cataloger
1 Librn. Tech. II or III Cataloging Assistant
3 Librn. Tech. I or II
3 Clerk-Typist
LAW
1 Librn. II, III, Div. head
1 Page
REF. & DOCUMENTS
1 Librn. II, III, Div. head
1 Librn. I (Ref.)
1 Librn. Tech. III (Doc.)
1 Librn. Tech. III (Cir.)
1 Page
HISTORICAL
1 Librn. II, III, Div. head
1 Clerk-Steno
1 Page
DEPT. LIBRARY BRANCHES
4 (FTE) Library Tech. I,II Graded accord. to responsibilities

APPENDIX A

A Report of Ownership of Selected Titles

(18 of 23 county libraries, 3 of 3 branches serving over 4,000 population, 1 state library and 1 university library completed the check list)

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Bowler, Roberta, ed. *Local Public Library Administration*, 1964.			1	
Golden, Hall and Kitty Hanson. *The Techniques of working with the Press*, 1962.	1		1	
Golden, Hall and Kitty Hanson. *How to Plan, Produce and Publicize Special Events*, 1960.	3	1	1	1
Sinclair, Dorothy. *Administration of the Small Public Library*, 1965.	1		1	1
Wheeler, Joseph L. and Herbert Goldhor. *Practical Administration of Public Libraries*, 1962.	8		1	1
Small Library Project Publications				
Wessels, Helen E. *The Public Library: A Tool for Modern Living*.	11	1	1	
Frantz, John C. *The Small Public Library - Its Establishment, Organization, and Development*.	10	1	1	
Supplement A: *Suggested Policies for Public Libraries*.	8		1	
Young, Virginia G. *The Trustee of a Small Public Library*.	11	2	1	
Supplement A: *Trustee Orientation Program*.	10	2	1	
Supplement B: *For Head Librarians Only...Tips on Working With Your Library Board*.	9	2	1	

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Smith, June S. The Library Staff.	13	1	1	
Blackshear, Orrilla T. Building and Maintaining the Small Library Collection.	9	2	1	
Supplement A: Weeding the Small Library Collection.	8	3	1	
Moshier, L. Marion. Organizing the Library's Book Collection.	6		1	
Shubert, Joseph F. Organizing for Good Library Service.	6		1	
Lyman, Helen Huguenor. Reader's Guidance Service in a Small Public Library.	7		1	
Severns, Hannah. Reference Services in a Small Public Library.	11	1	1	
Supplement A: Suggested Reference Books; For Small or Branch Public Libraries.	9	2	1	
Supplement B: Which Book for the Topic? A Guide to Help Librarians.	9	2	1	
Supplement C: The Vertical File.	6	1	1	
Supplement D: Crittenden, Christopher. The Public Library and Local Historical Sources.	4	1	1	
Gregory, Ruth W. Library Service for Adults.	13	2	1	
Supplement A: Chancellor, John. What is an Educational Objective in Public Library Service?	8		1	

Appendix A-continued

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Landers, Lora. Young Adult Service in a Small Public Library.	11	3	1	
Ragsdale, Winifred. Children's Services in a Small Public Library.	12	3	1	
Supplement A: Broderick, Dorothy M. A Personal Point of View on the Librarian's Influence-Active, Passive?	8	2	1	
Supplement B: Library Service to Children; a Background Reading List.	5	1	1	
Supplement C: Evaluating Books for Children.	6	2	1	
Supplement D: Try These for Size; a Replacement List for Series in Juvenile Fiction.	5	2	1	
Wheeler, Joseph L. The Small Library Building.	8	1	1	
Foster, Edith. The Library in the Small Community.	10		1	
Supplement A: Our Library; What is it Doing? Where is it Going?	8		1	
Walcott, Marian. Telling the Library Story.	11	3	1	
Supplement A: Bulletin Board Tips.	5			
Supplement B: Illustrations for Library Publications.	4		1	
Smith, Hannis S. Cooperative Approach to Library Service.	13	2	1	

Appendix A-continued

Professional Library Periodicals

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
American Library Association Bulletin	10	1	1	1
Booklist and Subscription Books Bulletin	16		1	1
Book Review Digest	9	1	1	1
Choice			1	1
Horn Book	8		1	1
Library Journal	15	1	1	1
Mountain-Plains Library Quarterly	12	2	1	1
Vertical File Index			1	1
Wilson Library Bulletin	18	3	1	1
Wyoming Library Roundup	18	3	1	1
Book Selection Aids				
Fidell, Estelle, ed. Fiction Catalog. 7th ed., 1961, with supplements 1964.	16*	2	1	
Hoffman, Hester R. Reader's Adviser and Bookman's Manual; a Guide to the Best in Print in Literature, Biographies, Dictionaries, Encyclopedias, Bibles, Classics. 10th ed., 1964.	9*		1	1
Standard Catalog for Public Libraries. 4th ed., 1958, with supplements 1965-1967.	18*	3*	1	1
Subscription Books Bulletin Reviews, 1956-1960.	5		1	1

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
West, Dorothy Herbert, ed. Children's Catalog. 10th ed., 1961, supplements 1965.	17	1	1	1
Book Selection Periodicals				
Denver Post Roundup	6	2	1	1
New York Times Book Review	12	3	1	1
Saturday Review	15	3	1	1
Book Selection Aids for Specific Subjects				
Arbuthnot, May Hill. Children's Books; Too Good to Miss. rev. ed., 1963.	8	1	1*	1
Deason, Hilary J., ed. The AAA Science Book List for Young Adults, 1964.	4		1	1
Graves, Eileen C. Ulrich's International Periodicals Directory. 10th ed., 1963.	3		1	
Larrick, Nancy. A Parent's Guide to Children's Reading, 1964.	7*	1	1*	
McCallister, William, ed. N.W. Ayer & Son's Directory; Newspapers and Periodicals. rev. annually.	8*		1	
Malone, Rose Mary. Wyomingana, Two Bibliographies, 1950.	9	1	1	
Munson, A. H. An Ample Field: Books and Young People, 1950.	2		1	1
Roos, Jean Carolyn. Patterns in Reading; an Annotated Book List for Young Adults, 1961.	2		1	1

Appendix A-continued

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Rush, N. Orwin and Louis R. Kilzer. A Book and Magazine List for High-School Libraries, 1958.			1	
Walker, Elinor. Book Bait, 1957.	7		1	1
Wheeler, Eva Floy. A Bibliography of Wyoming Writers, 1939.	5		1	1
Winchell, Constance M. Guide to Reference Books. 7th ed., 1951, supplements 1963.	9		1	1
Wyoming Historical Department. Annals of Wyoming, 1923.	17	3	1	1
Cataloging Tools				
ALA. Rules for Filing Catalog Cards, 1942.	10		1	1
Dewey, Melvil. Dewey Decimal Classification and Relative Index. 17th unabridged ed., 1965.	14*	1*	1	1
United States Library of Congress. Subject Catalog Division. Subject Headings Used in the Dictionary Catalogs of the Library of Congress. 6th ed. with supplements, 1957.	11		1	1
Wyoming State Library. Subject Headings for Wyoming Materials, 1962.	10	1	1	
REFERENCE MATERIALS				
Statistical and General Information				
Book of the States, 1964-1965. Vol. 14, 1964.	13*	1	1	1
Bulletin of the Public Affairs Information Service. Weekly.			1	1

Appendix A-continued

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Facts on File News Reference Service. Annual.	2	1	1*	1
Kane, J. N. Famous First Facts; a Record of the First Happenings, Discoveries and Inventions in the United States. 3rd ed., 1964.	13*	3	1	1
Mallory, Walter H., ed. Political Handbook and Atlas of the World, 1963.	4	2	1	1
Statesman's Yearbook, 1965-1966; Statistical and Historical Annal of the States of the World, 1965. rev. annually.	14	3	1	1
World Almanac and Book of Facts, 1965.	17	2	1	1
	Encyclopedias			
Americana Annual, 1963.	11*	1	1	1
Collier's Encyclopedia, with Bibliography and Index, 1965.	12*	3	1	1
Collier's Encyclopedia Year Book, 1962; an Encyclopedic Supplement and Review of National and International Events of 1961, 1962.	5		1	
Columbia Encyclopedia. 3rd ed., 1963.	9*	2	1	
Compton's Pictured Encyclopedia and Fact Index, 1965.	17*	3*	1	
Encyclopedia Americana; the International Reference Work, 1963.	15*	3	1	1
Encyclopedia Britannica; a New Survey of Universal Knowledge, 1963.	17*	2*	1	

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Encyclopedia Britannica Book of the Year, 1964. Annual.	12	2*	1	1
Encyclopedia International, 1963.	4		1	
Lincoln Library of Essential Information. rev. ed., 1965.	11*		1	
World Book Encyclopedia, 1963.	16*	3*	1	1
Religion				
Gaustad, Edwin S. Historical Atlas of Religion in America, 1962.	3		1	1
Julian, John, ed. A Dictionary of Hymnology. 2nd rev. ed., 1907.	4		1	1
Mead, Frank S. Handbook of Denominations in the United States. 4th rev. ed., 1965.	9*	1	1*	
Stevenson, Burton. The Home Book of Bible Quotations, 1949.	11	1	1	1
Strong, James. Exhaustive Concordance of the Bible, 1958.	5*		1*	1
Folklore, Mythology, Legends				
Eastman, Mary Huse. Index to Fairy Tales, Myths, and Legends. 2nd ed. rev. and enl., 1926.	4*		1	
Supplement, 1937.	4*		1	
Second Supplement, 1952.	3		1	
Frazer, Sir James George. The New Golden Bough, 1959. Abridged.	13*	3	1	1

Business

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Coman, Edwin Truman. Sources of Business Information, 1964.			1	1
Encyclopedia of Associations. 4th ed., 1964.	3*	1	1	1
International City Managers Assoc. Municipal Yearbook, 1964.	3*	1	1	1
Moody's Manual of Investments, American and Foreign. Annual.	1	1	1	1
Thomas Register of American Manufacturers, 1960.	6*		1	1
Education, Careers, and Scholarships				
American Council on Education. American Colleges and Universities, 1964.	5*	1	1	1
Career Information Service of the New York Life Insurance Company. Guide to Career Information; a Bibliography of Recent Occupational Literature, 1957.	6	1	1	1
Gleazer, Edmund J., ed. American Junior Colleges. 6th ed., 1963.	2*		1	1
Lovejoy, Clarence Earle. Lovejoy's Scholarship Guide: College and Preparatory.	10	2		1
Murphy, James M., ed. Directory of Vocational Training Sources, 1964.		1		
Study Abroad; International Handbook of Fellowships, Scholarships, Educational Exchange, 1962.	1		1	

Dictionaries

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Roget, Peter M. International Thesaurus; the Complete Book of Synonyms and Antonyms in American and British Usage. 3rd ed., 1962.	14*	2	1	1
Webster, Noah. Webster's Third New International Dictionary of the English Language, 1961. Abridged.	12*	3*	1	1
Webster, Noah. Webster's New International Dictionary. 2nd ed., 1940.	12*		1	1
Bender, James F. N.B.C. Handbook of Pronunciation. 3rd ed., 1964.	3*	1	1*	
Merriam Co., G & C. Webster's Dictionary of Synonyms, 1951.	11*		1	1
Foreign Language Dictionaries				
French	17	3	1	1
German	16	3	1	1
Greek (Classical)	4	1	1	1
Greek (Biblical)			1	
Greek (Modern)	3			
Latin	13	2	1	1
Portugese	1		1	
Russian	9	1	1	1
Spanish	16	3	1	1

Science and Technology

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Asimov, Isaac. Asimov's Biographical Encyclopedia of Science & Technology, 1964.	4	1	1	1
Asimov, Isaac. The New Intelligent Man's Guide to Science, 1965.	6*	1	1	1
Challinor, John. A Dictionary of Geology. 2nd ed., 1964.	1	1		1

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Drake's Cyclopedia of Radio and Electronics. 14th ed., 1955.	2			1
Encyclopedia of Mental Health, 1963.	5	3	1	1
Encyclopedia of Science and Technology. Yearbooks for 1962, 1963, 1964.	13	1	1	1
Hodgman, Charles D., ed. Handbook of Chemistry and Physics, a Ready Reference Book of Chemical and Physical Data, 1965-1966. Annual.	3	1	1*	1
Hopkins, A.A. The Standard American Encyclopedia of Formulas, 1953.	3	2	1	1
Kingsbury, John M. Poisonous Plants of the United States and Canada. 3rd ed., 1964.	3		1	1
Miller, William C. and Geoffrey P. West. Encyclopedia of Animal Care. 7th ed., 1963.				
Newman, J. R., ed. Harper Encyclopedia of Science, 1963.	7	2	1	
Pfadt, Robert E., ed. Fundamentals of Applied Entomology, 1962.	1			1
Sinkankas, John. Gemstones and Minerals, How and Where to Find Them, 1961.	7	2	1	1
Swanson, E. B. A Century of Oil and Gas in Books; a Descriptive Bibliography, 1960.	1		1	1
Van Nostrand's Scientific Encyclopedia. 3rd ed., 1958.	11		1	1

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Art				
Clapp, Jane. Art in Life, 1959.	2		1	
Supplement, 1957-1963.	1			
Encyclopedia of World Art, 1959.	5	1	1	1
Gardner, Helen. Art Through the Ages. 4th rev. ed., 1959.	12*	2	1	1
Music				
Apel, Willi. Harvard Dictionary of Music, 1944.	3		1	1
Grove's Dictionary of Music and Musicians. 5th ed., 1961.	10*	1	1*	1
Scholes, Percy A. The Oxford Companion to Music. 9th ed., 1955.				
Drama				
Hartnoll, Phyllis, ed. The Oxford Companion to the Theatre. 2nd ed., 1957.	3*	1	1	1
Ottemiller, John H. Index to Plays in Collections, an Author and Title Index to Plays Appearing in Collections Published Between 1900-1956. 4th rev. & enl. ed., 1964.	11*	2	1	1
Literature				
Barnhart, Clarence L., ed. The New Century Handbook of English Literature, 1956.	5	1	1	1
Bartlett, John, ed. Familiar Quotations; a Collection of Passages, Phrases and Proverbs Traced to Their Sources in Ancient and Modern Literature. 13th rev. ed., 1955.	17*	3	1	1

Appendix A-continued

Title	Owned by No. of Counties	Owned by No. of Branches	State	Univ.
Benet, William R., ed. Reader's Encyclopedia an Encyclopedia of World Literature and the Arts with supplement, 1965.	11*	2	1	1
Brewer's Dictionary of Phrase and Fable. rev. & enl., 1953.	8		1	1
Brewton, John E. and Sara Westbrook Brewton, eds. Index to Children's Poetry, a Title, Subject, Author, and First Line Index to Poetry in Collections for Children and Youth, 1942.	10	1	1	1
Bruncken, Herbert, ed. Subject Index to Poetry; a Guide for Adult Readers, 1940.	6		1	1
Essay and General Literature Index, 1900-1933; 1934-1940; 1941-1947; 1948-1954; 1955-1959.	4*		1	1

*Includes different editions.

APPENDIX B

Enrollment In Public Schools Of Wyoming, 1965-1966

County	Grades K-6	Grades 7-9	Grades 10-12	Special Ungraded	Total
Albany	2,488	961	862	0	4,311
Big Horn	1,712	744	706	0	3,162
Campbell	1,143	460	358	0	1,961
Carbon	1,950	832	776	0	3,558
Converse	1,044	416	317	0	1,777
Crook	739	329	283	0	1,351
Fremont	4,321	1,831	1,481	32	7,665
Goshen	1,486	727	650	0	2,863
Hot Springs	826	395	325	0	1,546
Johnson	819	376	263	0	1,458
Laramie	9,236	3,204	2,693	118	15,251
Lincoln	1,555	684	642	0	2,881
Natrona	8,201	3,192	2,827	146	14,366
Niobrara	444	193	175	0	812
Park	2,520	1,210	1,003	0	4,733
Platte	889	424	413	0	1,726
Sheridan	2,245	1,054	970	51	4,320
Sublette	600	255	186	0	1,041
Sweetwater	2,366	1,023	894	0	4,283
Teton	750	255	191	0	1,196
Uinta	993	466	431	0	1,890
Washakie	1,062	563	451	0	2,076
Weston	1,161	489	431	0	2,081
TOTAL	48,550	20,083	17,328	347	86,308

Source: State Department of Education Division of Research and Statistical Services

APPENDIX C

State Library Sponsored Workshops
1957 - 1966

Date	Place	Subject	ATTENDANCE				
			Public Librn	School Librns	Trustees	Other	TOTAL
May 28, 1957	Green River	Basic Reference	13	4			17
Oct. 16& 17,1959	Worland	General Library Practite	19	6	3	5	33
Dec.11& 12, 1959	Cheyenne	General Library Practice	41	10	2	6	59
Oct. 4-6, 1960	Rock Springs	Basic Cataloging	12	2	3	3	20
Oct. 25-27, 1960	Riverton	Basic Cataloging	17	7	2	6	32
Nov. 1-3, 1960	Sheridan	Basic Cataloging	13	6	3	2	24
May 9-11, 1961	Gillette	Basic Reference	8	2	3	3	16
May 15-17, 1961	Lusk	Basic Reference	11	1	4		16
June 13-15, 1961	Evanston	Basic Reference	11	6	3	4	24
Sept.12-14, 1961	Casper	Basic Reference	12	4	5	2	22
Sept.19-21, 1961	Basin	Basic Reference	11	10	3		24
Oct. 3-4, 1961	Cheyenne	Basic Reference	19				19
Oct. 9, 1962	Afton	Filing Catalog Cards Vertical Files	7	5	5		17
Oct. 12, 1962	Powell	Filing Catalog Cards Vertical Files	7	1	2		10
Oct. 22, 1962	Douglas	Filing Catalog Cards Vertical Files	17	10	4		31
Oct. 24, 1962	Worland	Filing Catalog Cards Vertical Files	11	7	1		19
April 9, 1963	Green River	General Reference	19	5	3		27
Nov. 4, 1963	Rawlins	General Reference	11	4	3		18

APPENDIX C-continued

Date	Place	Subject	ATTENDANCE				
			Public Librn	School Librns	Trustees	Other	TOTAL
Sept.25, 1963	Cody	Formulation of Policy Statements	14	5	6		25
Sept.27, 1963	Sheridan	Formulation of Policy Statements	12	3	3		18
Oct.10, 1963	Lusk	Formulation of Policy Statements	9	2	6		17
Nov. 6, 1963	Evanston	Formulation of Policy Statements	9	2	4		14
Nov. 8, 1963	Lander	Formulation of Policy Statements	19	8	1		29
May 19, 1964	Newcastle	Book Selection	6	1	3		10
May 20, 1964	Sheridan	Book Selection	17	4	2		23
May 22, 1964	Lovell	Book Selection	13	3	8		24
May 25, 1964	Lander	Book Selection	14	3	1		18
May 26, 1964	Jackson	Book Selection	10	4	4		18
May 28, 1964	Rawlins	Book Selection	7	1	4		12
July 28-20, 1964	Cheyenne	Community Library Development	34 (1)	3	9	3	48
Oct. 26, 1964	Reliance	Interlibrary Cooperation	18	7	2	6	33
Oct. 28, 1964	Powell	Interlibrary Cooperation	15	7	6	8	36
Oct. 30, 1964	Sheridan	Interlibrary Cooperation	12	8	3	1	24
Nov. 2, 1964	Cheyenne	Interlibrary Cooperation	10	6		2	18
Nov. 4, 1964	Casper	Interlibrary Cooperation	21	9		4	35
April 26 1965	Sundance	Weeding	5		7		12
April 28 1965	Buffalo	Weeding	11	8	3		22
April 30 1965	Worland	Weeding	11	12	6		29
May 17, 1965	Wheatland	Weeding	19	1	8		28

APPENDIX C-continued

			ATTENDANCE				
Date	Place	Subject	Public Librn	School Librns	Trustees	Other	TOTAL
May 19, 1965	Jackson	Weeding	5	2	2	1	10
May 20, 1965	Rock Springs	Weeding	15	4	2		21
May 21, 1965	Saratoga	Weeding	7				7
June 2, 1965	Lander	Weeding	14	4			28
Aug.15 -20,1965	Powell	Adult Services	35 (1)	6		3	44
Oct. 1, 1965	Newcastle	Public Relations	6		4	13	23
Oct. 5, 1965	Sheridan	Public Relations	7	1	3	14	25
Oct.20, 1965	Wheatland	Public Relations	17	1	5	17	40
Oct.22, 1965	Basin	Public Relations	10	7	8	16	41
Oct.29, 1965	Kemmerer	Public Relations	7	2	9	4	22
Nov. 1, 1965	Green River	Public Relations	14	2	8	3	27
Nov. 15, 1965	Lander	Public Relations	13	9	6	6	34
Nov. 17, 1965	Casper	Public Relations	10	8	2	24	44
April 26 1966	Rawlins	Readers' Advisory Services & Interlibrary Loan	11				11
April 27 1966	Douglas	Readers' Advisory Services & Interlibrary Loan	12	1	3		16
April 28 1966	Gillette	Readers' Advisory Services & Interlibrary Loan	8	4			12
May 17, 1966	Evanston	Readers' Advisory Services & Interlibrary Loan	9	1	1		11

APPENDIX C-continued

Dates	Place	Subject	ATTENDANCE				
			Public Librn	School Librns	Trustees	Other	TOTAL
May 19, 1966	Riverton	Readers' Advisory Services & Interlibrary Loan	15	1	1		17
May 20, 1966	Powell	Readers' Advisory Services & Interlibrary Loan	19	2	4		25
May 24, 1966	Cheyenne	Readers' Advisory Services & Interlibrary Loan	22	3			25
July 13-17,1966	Dubois	Work Simplification In Libraries	40 (1)	5		2	47
Dec. 26, 1965	Cheyenne	General Reference	14	2			16
TOTAL	61		855	252	193	158 (2)	

Attendance TOTAL 1,461

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(1) Out-of-state public librarians attended these workshops 2, Cheyenne; 5, Powell, and 16, Dubois.

(2) Included are: Visitors-34; Community Leaders -97; Resource Persons and School Administrators -27.

APPENDIX D

Selected Recent Federal Laws Affecting Library Improvement and Development

Name and Reference	Annotation	Administering Agency in Wyoming
Public Law 480, amended in 1958.	A book procurement program through the Library of Congress to build up a network of international information.	University of Wyoming Library. Laramie, Wyoming 82071.
Public Law 87-579. Government Depository Libraries Act of 1962.	Both public and academic libraries are eligible for designation as depository libraries.	Libraries are designated by Wyoming U.S. Senators and Representatives.
Public Law 88-204. The Higher Education Facilities Act of 1963.	Assistance in construction of library buildings for college and universities is provided.	State Department of Education. State Capitol Building, Cheyenne, Wyoming 82001.
Public Law 88-210. The Vocational Education Act of 1963.	A program of training for non-professional library employees is possible under this act.	State Department of Education. State Capitol Building, Cheyenne, Wyoming 82001.
Public Law 88-269. The Library Services and Construction Act of 1964.	First enacted in 1956, this law provides for various methods of improving and extending public library services; and since 1964, for assistance in the construction of public library buildings.	Wyoming State Library. Supreme Court and State Library Building, Cheyenne, Wyoming 82001.
Public Law 88-452. The Economic Opportunity Act of 1964 and its 1965 amendments (PL 89-253).	Includes Community Action and Work Training Programs in which libraries may participate.	Governor's Office. State Capitol Building, Cheyenne, Wyoming 82001.

Name and Reference	Annotation	Administering Agency in Wyoming
Public Law 88-665. National Defense Education Act of 1958, as amended.	Procurement of school library materials and professional education for school librarians are possible under this act.	State Department of Education. State Capitol Building, Cheyenne, Wyoming 82001.
Public Law 89-10. The Elementary and Secondary Act of 1965.	Provides for significant benefits for school library services, personnel and buildings.	State Department of Education. State Capitol Building, Cheyenne, Wyoming 82001.
Public Law 89-73. The Older Americans Act of 1965.	Public libraries may have an important role in the development of service opportunities and programs for older persons provided for in this act.	
Public Law 89-117. The Housing and Urban Development Act of 1965.	Provides a second possible source for assistance in public library construction through Public Works planning and Public Facility Loans; and an opportunity to be a part of comprehensive community and state planning (the "701" program).	Natural Resource Board. 210 West 23rd Street, Cheyenne, Wyoming 82001.
Public Law 89-182. State Technical Services Act.	States and interstate technical information service centers for the benefit of business and industry. May be established in connection with existing libraries.	Business and Economic Research Department. University of Wyoming, Laramie, Wyoming 82071.

Name and Reference	Annotation	Administering Agency in Wyoming
Public Law 89-291. The Medical Library Assistance Act.of 1965.	Assistance in constructing and renovating health science library facilities, education of personnel for work in medical libraries, research procurement of medical library materials are provided; also, provision for developing a national system of regional health science libraries.	Department of Education. University of Wyoming, Laramie, Wyoming 82071.
Public Law 89-209. The National Foundation on the Arts and Humanities Act of 1965.	Provides for developing cultural opportunities in a community in which libraries have an important role.	Wyoming Arts Council. University of Wyoming, Laramie, Wyoming 82071.
Public Law 89-329. Higher Education Act of 1965.	Assistance to academic libraries and library schools for construction of buildings, improvement and extension of library education programs, scholarships, research and procurement of library materials are provided; also, improved services from the Library of Congress.	State Department of Education. State Capitol Building, Cheyenne, Wyoming 82001.

APPENDIX E

Guidelines For Budget Preparation In 1966-1967
Wyoming Public (County) Libraries,
based on unit costs, population
and area served

POPULATION: 3,000 - 11,999	POPULATION: 12,000 - 24,999	POPULATION: 25,000 - 65,000
STAFF: approx. 66% 1 B or A FTE 2 C FTE 1 D	STAFF: approx. 66% 1 A 2 B FTE 6 C FTE 1 D	STAFF: approx. 66% 1 A Head 2 A Dept. head level FTE 12 C FTE 2 D
MATERIALS: approx. 20% Books: 50,000 Vol, includes 12,500 currently useful titles; 625 titles added annually, not more duplicates than 1/5 of titles. (750 Vol.)	MATERIALS: approx. 20% Books: 75,000 Vol, includes 18,750, currently useful titles; 1,000 titles added annually, not more duplicates than 1/4 of titles. (1,250 Vol.)	MATERIALS: approx. 20% Books: 100,000 Vol, includes 25,000 currently useful titles; 2,000 titles added annually, not more duplicates than 1/3 of the titles. (2,700 Vol.)
Periodical titles: 50	Periodical titles: 100	Periodical titles: 200
Newspaper titles: 5, (local, state, regional & national, duplicated in branches as needed.)	Newspaper titles: 10, (local, state, regional & national, duplicated in branches as needed.)	Newspaper titles: 25, (local, state, regional & national, duplicated in branches as needed.)
Recordings: minimum collection 150 annual replacement 50	Recordings: minimum collection 450 annual replacement 150	Recordings: minimum collection 900 annual replacement 300
Rebounds: 50 Volumes	Rebounds: 100 Volumes	Rebounds: 150 Volumes
OTHER OPERATING: approx.14%	OTHER OPERATING: approx.14%	OTHER OPERATING: approx. 14%

BUDGET BUILDING BLOCKS

STAFF:

A	Profession - (5 years college with library degree, plus experience)	$8,000 - 12,000
B	Profession - (5 year degree without experience)	6,500 - 8,000
C	Library Assistant	3,000 - 5,000
D	Page (by hour)	$1.25 a hour.
FTE	Full Time Equivalent	

MATERIALS:

1 book - new or replacement	$6.00
1 periodical subscription	6.50
1 book - rebound	2.25
1 recording	3.00

APPENDIX F

Land Area in Wyoming

County	Land Area in Square Miles	% Federal Owned	% Privately Owned	% Indian Lands	% State and Local owned
Albany County	4,248	24.27	66.98		8.75
Big Horn County	3,177	78.74	17.45		3.81
Campbell County	4,755	12.59	80.20		7.21
Carbon County	7,905	49.96	39.53		10.51
Converse County	4,282	13.50	74.37		12.13
Crook County	2,882	15.61	75.97		8.42
Fremont County	9,196	52.43	13.84	27.87	5.86
Goshen County	2,228	2.03	90.97		7.00
Hot Springs Co.	2,022	41.69	30.84	18.69	8.80
Johnson County	4,175	31.30	59.62		9.08
Laramie County	2,703	1.36	87.37		11.27
Lincoln County	4,098	67.03	22.04		10.93
Natrona County	5,342	38.58	45.29		16.13
Niobrara County	2,614	9.62	82.32		8.06
Park County	5,209	73.56	22.64		3.81
Platte County	2,086	8.79	80.57		10.64
Sheridan County	2,532	27.98	63.42		8.60
Sublette County	4,851	79.00	18.51		2.49
Sweetwater Co.	10,473	67.82	27.01		5.17
Teton County	2,805	98.66	0.87		0.47
Uinta County	2,086	37.49	56.75		5.76
Washakie County	2,262	63.65	24.12		12.23
Weston County	2,407	19.72	69.52		10.76

Source: Wyoming Trade Winds, Division of Business and Economic Research
College of Commerce and Industry
University of Wyoming

APPENDIX G

Local State Sharing of Cost of Library Services - An Example

County	Wealth State Per Capita (A)	Wealth County Per Capita (B)	B/A	State-County 60-40	4.00 state share	4.00 county share	Total State Share
Albany	3,480	2,032	.58	77-23	3.08	.92	75,368
Big Horn	3,480	3,525	1.01	60-40	2.40	1.60	27,888
Campbell	3,480	6,301	1.81	28-72	1.12	2.88	7,997
Carbon	3,480	3,366	.96	62-38	2.48	1.52	34,943
Converse	3,480	8,227	2.36	6-94	.24	3.76	1,478
Crook	3,480	6,478	1.86	26-74	1.04	2.96	5,221
Fremont	3,480	3,836	1.10	56-44	2.24	1.76	64,646
Goshen	3,480	2,476	.71	72-28	2.88	1.12	33,437
Hot Springs	3,480	8,397	2.41	4-96	.16	3.84	1,022
Johnson	3,480	6,204	1.78	29-71	1.16	2.84	6,392
Laramie	3,480	1,637	.47	82-18	3.28	.72	208,509
Lincoln	3,480	3,741	1.08	57-43	2.28	1.72	21,113
Natrona	3,480	2,793	.80	68-32	2.72	1.28	135,728
Niobrara	3,480	4,158	1.19	53-47	2.12	1.88	7,886
Park	3,480	6,648	1.91	24-76	.96	3.04	16,099
Platte	3,480	2.823	.81	68-32	2.72	1.28	19,638
Sheridan	3,480	1,953	.56	78-22	3.12	.88	58,469
Sublette	3,480	9,728	2.80	0-1.12	.00	4.00	------
Sweetwater	3,480	5,029	1.45	42-58	.168	2.32	29,753
Teton	3,480	3,795	1.09	56-44	2.24	1.76	6,859
Unita	3,480	2,946	.85	66-34	2.64	1.36	19,758
Washakie	3,480	2,794	.80	78-32	2.72	1.28	24,162
Weston	3,480	4,377	1.26	50-50	2.00	2.00	15,858

This is a work sheet which applies a formula of assessing costs to local and state governments on the basis of population and ability to pay, explained on page 97 of this report. A minimum of $4.00 per capita and sharing on a 60-40 basis were chosen for this example.

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